eLearning Effectiveness Study

September, 2015
Which driver has the most influence on your training design?

- **Training Effectiveness**: 33
- **Training Flexibility**: 13
- **Travel Cost**: 12
- **Instructor Time/Cost**: 11
- **Something Else**: 3

Data collected over last 12 months
What skills/tools are most important to you and your people?

- Skill at Implementing Change: 64
- Lean Methods: 35
- Simple Data Analysis Tools: 32
- Team Leadership: 22
- Complex Data Analysis Tools: 8

Data collected over last 12 months
How effective is your blended training model compared to the training model you used previously?

- **Median**: 30% Better
- **Mean**: 39.5% Better
- **Std. Deviation**: 35.7%
- **N**: 29
How effective is your blended training model compared to the training model you used previously?
Effectiveness Leverage

100 projects per year
$50,000 per project
$5,000,000 total value

30% effectiveness improvement (median value)
x $5,000,000 = $1,500,000
Learning Activities Used in Blended Model – Beyond eLearning

- Project Work: 80.0%
- One-on-one Coaching: 88.0%
- Study Halls: 78.0%
- Online Sims (SigmaBrew, InBox): 52.0%
- Physical Sims (catapult, Sigma Station): 63.0%
- Classroom Lecture: 74.0%

All responses: n=29
Comparison of 9 Worst vs. 8 Best
What are the most important success factors for your training model?

Success Factors

- Structured timeline and deadlines
- Realistic Simulation/Practice
- Scheduled Weekly/Monthly meetings
- Reporting
- Leadership Support for Training Time

From responses with greatest improvement
If you had a do-over on your blended learning design, what would you do differently?

**Do-Over**

- More Simulation
- Realign Content - Quick Improvement
- Communicate Real Success Stories, Case Study
- In-Person Study Hall, Workshop
- More Practice, Shorter Cycles of Application
- Presentation Version of Content

From responses with least improvement
Questions?

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