

Most managers and employees want the opportunity to learn and grow, and they recognize this does not happen by just reading a book, attending a training event, or by trial-and-error on the job. All of these activities have merit – but unless they are “strung together,” they often end up as disparate, unused, and costly efforts.

How can you provide the variety of learning options to your managers and employees without inundating them or taking a lot of time away from conducting business?

You can appeal to your employees’ learning styles and time constraints by offering web-based learning programs and tools. In some cases, you can use content and courseware you already own. Eastman & Guare has developed hundreds of web-based learning programs, blended solutions and instructor-led classes.

We will help you sort out your existing set of learning tools and programs; design, develop and deliver new, dynamic programs; and blend them together with the tools and coaching needed to make learning “stick.”

Competency-Based Learning Design Benefits

- Offers varied delivery methods and formats
- Customizes material with your company’s own strategies and examples
- Appeals to adult business learners with a high need for interactivity
- Include tools and techniques to apply learning back-on-the-job

Competency-Based Learning Design Components

- Assessment - Target needs based on required competencies
- Curriculum review - Examine sequence and linkages of learning programs
- Program design and development - Create high level design and detailed learning materials
- Delivery and evaluation - Implement programs and evaluate learning