

Best Practice

Service: Consulting
Solution Suite: Training Programs
Best Practice: Corporate Learning Models

Overview

AMS deploys solutions based on customized industry and experiential best practice. Our team of executive level consultants will work with your organization to craft the best implementation of any service, solution suite and correlating best practice. This holistic approach to creating business solutions will render high value ROI, continuity and embedded value.

AMS has created "university" models for mid and large size organizations. Our methodical approach to building a complete Learning Management System, (LMS) renders best practice process and a complete measurement/tracking capability. Our executive level consultants will assist your organization with the design, development and implementation of a complete learning model.

The methodology that would produce a focused implementation follows these guidelines:

Conduct an Organizational Assessment which includes:

- Culture survey
- Competency requirement definitions
- Competency model design
- Competency assessment design
- Competency assessment implementation
- Competency assessment gap analysis

Conduct a Training Needs Assessment:

- This assessment should correlate with the competency gap analysis. The training needs design initiative will capture program definition, content and program configuration

Develop Measurement Tools:

- This includes the design of measurement criteria both performance and competency based relative to gap analysis

Design process

- Build all "back-house" process to support the LMS
- Select LMS technology platform
- Develop performance metrics and curriculum inventory
- Design core content to align with assessment data as well as client specific programs
- Create Instructor model and leverage internal and external resources

In addition to the aforementioned mechanical steps, we would produce an internal learning methodology that would establish a direct connection between career pathing, performance evaluations as well as ancillary deliverables associated with personal and professional growth.

AMS can customize any best practice to fit your organizational needs.

