

## THE MISSING LINK FOR TRAINING EFFECTIVENESS

North American companies spend over \$156 billion dollars per year on employee learning, but without follow-up 90% of new skills are lost within a year<sup>1</sup>. Research shows that reviews of training effectiveness show only modest change in actual behavior of participants<sup>2</sup>.

**Momentor bridges the gap between the training event and sustainable, on-the-job behavior change.** It provides the follow-up and encouragement needed to deliver lasting results from training initiatives.

### MOMENTOR APPLICATION

Successful learning transfer needs a framework for turning new skills and awareness into real behavior change. Momentor provides that framework. This online system allows your trainees to create goals from a list of suggestions you provide and invite mentors to track, monitor and comment on their progress. It also frequently – and automatically – reminds participants of their behavior change goals and action items.



### THE VALUE OF MOMENTOR

#### MAKE YOUR TRAINING STICK

- Momentor helps transfer training program goals to on-the-job skills.
- Momentor reminds participants of their goals on a regular basis, a key aspect of successful behavior change.
- Momentor allows participants to involve their professional network to increase accountability around training goals.
- Momentor allows participants to request feedback on their progress and their goals

#### GIVE YOUR CLIENTS MEASURABLE ROI ON TRAINING INVESTMENTS

- Roll-up usage reports show how many people are making progress and what goals they are working on. This report not only provides proof of participation, it also indicates which competencies and goals are getting the most attention.
- As participants ask for ongoing feedback, you and your clients can view an aggregated report showing whether or not those who did work actually improved.

## THE FOUR MOMENTOR COMPONENTS FOR SUCCESSFUL LEARNING TRANSFER

### PLAN

- Suggest training goals or allow participants to create their own.
- Select from over 1,500 on-the-job activities, suggested books, articles, websites and other resources to support learning transfer.

### DEVELOP

- Participants receive weekly reminders to facilitate behavioral practice and transfer of learning.
- Keeping a development journal is as easy as replying to reminder emails.
- COMING SOON: iOS app to deliver daily goal suggestions.

### SHARE

- Participants can invite peers, managers, mentors and/or coaches to track & monitor their development progress.
- Participants get just-in-time feedback & support to reinforce transfer of learning.

### EVALUATE

- Measure training transfer.
- Participants can invite an unlimited number of colleagues to provide feedback on their training goals.
- Create summary reports to evaluate improvements back on the job.

### MOMENTOR FEATURES

- Web-based - no IT support or software downloads required.
- Easy to manage -- Send us your participant list, training competencies and suggested training goals. We'll set it up and invite your participants when you're ready. Imagine announcing at the end of the training: "if you check your email now, you should have just received your invitation."
- One full year of access for training participants, giving them plenty of time to achieve their goals.
- Comprehensive competency-based resource library of on-the-job activities, recommended books, articles, websites and other resources to reinforce your training program goals.
- Free online progress sharing and tracking portal for managers, peers, mentors, HR and others to track participant development and help ensure participants are supported as they work on their goals.

### WANT TO KNOW MORE?

To learn more about how to vastly improve the success of your training programs using Momentor or to tell us what you think about the idea, please call Dr. Ken Nowack at 310-721-2918 or email us at [ken@envisialearning.com](mailto:ken@envisialearning.com).

<sup>1</sup> Salas, 2012

<sup>2</sup> Powell & Yalcin, 2010; Taylor et al., 2005