

Metrics that Matter® Instant Insights



Talent development professionals around the world use Metrics that Matter® to help them measure and improve the impact of their programs. They trust the rich data, dashboards and executive reports within MTM to help drive data-driven decisions that impact the future of their organizations.

But what if the most crucial pieces of that data were available at the click of a button, getting you *exactly* the right information at exactly the right time to help drive meaningful action exactly when it was needed the most?

What if Metrics that Matter® could tell you *which decisions about your talent development programs will help drive the greatest positive impact?*

Introducing Instant Insights

Instant Insights is a prescriptive guidance tool that uses Metrics that Matter® (MTM) data to diagnose levels of scrap learning (learning that is not applied on-the-job and therefore becomes an expensive waste of resources) and provide recommendations for how to reduce its occurrence.

A core part of all Metrics that Matter® subscriptions, Instant Insights automatically analyzes and roots out scrap learning in the talent development process and provides a succinct summary with recommendations on how to eliminate it, ultimately saving clients money.

From talent analytics across the entire employee life cycle, Metrics that Matter® allows you to capture a tremendous amount of data to fuel the decision-making process.

Instant Insights makes it easier to find the most vital data you need to make decisions that have the greatest impact on the reduction of expensive scrap learning.

At no additional charge to Metrics that Matter® subscribers, Instant Insights will allow clients to easily:

- **Summarize data:** MTM calculates scrap learning by subtracting the average percent applied to the job from 100 by asking the question “What percent of new knowledge and skills learned from this training do you estimate you will directly apply to your job?”
- **Compare to benchmark:** MTM compares the summarized data calculated in the previous step and compares it to other organizations’ performance. Users can configure the most appropriate benchmark for you using “Set Benchmark” on the “My Settings” tab of your account.
- **Monetize business impact:** Potential cost savings over the next year are automatically calculated by MTM by looking at: 1) historical training volume; 2) a configurable dollar amount; and 3) scrap percentage.

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We help bring real tangible value to your talent development programs instantly.

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- **Identify factors related to scrap learning:** Instant Insights mines your data to identify the areas of training that are highly related to scrap learning.
- **Provide recommended actions to address scrap learning:** In combination with identifying the recommended areas of focus, MTM then offers recommendations for how you can address those areas of focus to save even more money.

Metrics that Matter® identifies Instant Insights through the use of a proprietary algorithm based on an extensive analysis of a benchmark database of over a billion data points and 13 years of experience. The algorithm codifies statistical methods, best practice data analysis methodologies, and the principles of measuring learning effectiveness in order to automatically draw out areas of focus.

With this latest update to Metrics that Matter®, the process of going from talent data to actionable insight is truly automatic, bringing real tangible value to your talent development programs instantly.

Interested in learning more about Instant Insights? Contact us today to learn more.

The screenshot shows the Metrics that Matter dashboard. At the top, there's a navigation bar with 'Dashboard', 'Reporting', 'Administration', and 'My Settings'. A 'Welcome' message and user information are on the right. The main content area is titled 'My Dashboard' and features a 'Scrap Learning' widget showing a 10% value against a 24% benchmark. Below this is a 'Scrap Learning' section with a 'Support Tools' heading and a 'Recommendations' section. The 'Support Tools' section includes 'Courseware' and 'Learning Effectiveness' with brief descriptions and 'Show more' links. The 'Recommendations' section lists 'Investment' with a 'Medium' rating and 'Emphasize the design and development of these resources at least as much in your program development process as the program itself.' A 'Trend' section contains a line graph showing scrap learning percentage from Q1 2011 to Q4 2013, with a horizontal benchmark line at 24%. A 'Potential Savings' box indicates \$608,586 of estimated potential savings over the next year. The footer includes the Knowledge Advisors logo and various legal notices.