

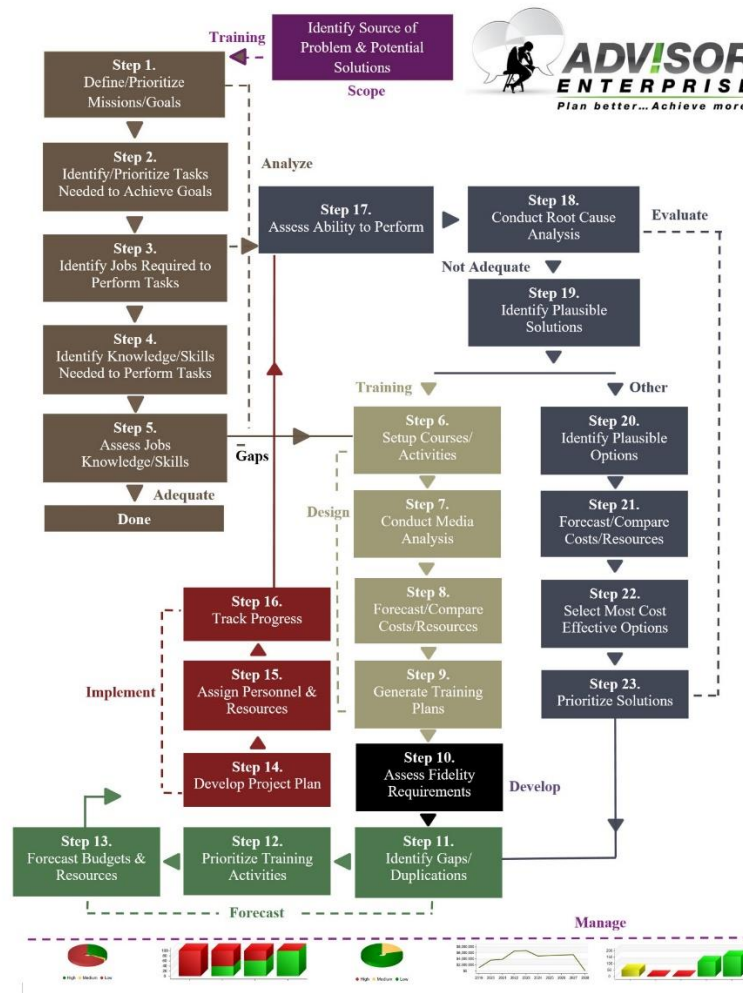


# ADVISOR Series

## How to Leverage ADVISOR Capabilities 1 of 9

Needs Analysis Design Fidelity Resources Management Performance Life Cycle

ADVISOR Enterprise is a Training Management System. ADVISOR speeds Training Needs Analysis (TNA); simplifies the management of training; and drives training efficiency. This is achieved through a digital model that continually realigns training courses/activities with operational requirements to identify gaps, duplications, and training with minimal value. Further enhancements are attained by uncovering cost drivers; forecasting and comparing the costs of viable delivery options; improving resource allocation; and identifying/mitigating bottlenecks. ADVISOR is built around the ADDIE model with the added flexibility of starting the analysis at any level. ADVISOR is made up of 8 modules that can be used separately or in any combination.





## Needs Assessment Module

### Objective

To find out the cause of a performance problem & potential solutions. In other words, before assuming that training is needed. ADVISOR Needs Assessment module improves decisions by zeroing-in on the source of the problem & identifying solutions that can produce the desired level of productivity. Moreover, ADVISOR highlights actions that will provide the greatest impact, and generate audit trail to support recommendations.

### Process

- ✓ Problem Analysis
- ✓ Mission Analysis
- ✓ Job Analysis
- ✓ Task Analysis
- ✓ Root Cause Analysis
- ✓ Solution Analysis
- ✓ Prioritize Actions

## Training Analysis Module

### Objective

To find out who needs to be trained, on what & why. Improves training decisions by identifying & prioritizing knowledge, skills & attitudes (KSA) needed by each job to meet organization missions/goals. In addition to establishing a digital thread that ties training needs to operational requirements, ADVISOR assesses the need & priority for training using the Difficult, Importance & Frequency (DIF) model and KSA Gap analysis.

### Process

- ✓ Missions Analysis
- ✓ System Analysis
- ✓ Competency Analysis
- ✓ Job Analysis
- ✓ Task Analysis
- ✓ Training Tasks Requirements Analysis
- ✓ Knowledge, Skills & Attitudes Analysis
- ✓ Performance Objectives Analysis
- ✓ Learning Gap Analysis
- ✓ Identify Training Requirements

## Training Design Module

### Objective

To identify the most effective & efficient way to deliver training. Improves training decisions by rating the effectiveness as well as forecasting & comparing the costs of alternate blends of delivery options. In addition to maximizing training efficiency, ADVISOR minimizes costly errors by assessing the risks associated with the introduction of new technology. In summary, ADVISOR Training Design module provides a step-by-step approach for conducting Training Media Analysis (TMA) or Option Analysis & generating Training Plans.

### Process

- ✓ Program & Course Analysis
- ✓ Target Audience Analysis
- ✓ Learning Objectives Analysis
- ✓ Media Analysis
- ✓ Cost Analysis
- ✓ Training Strategy
- ✓ Training Plan
- ✓ Curriculum Outline Approval & Release



## Fidelity Analysis Module

### Objective

To assess the functional requirements of training devices, immersive technologies (XR) & simulators, based on training needs & performance objectives. Identifies visual, tactile, olfactory, affective, & auditory sensory cues needed to practice tasks, within realistic environments, under pre-set conditions to attain the desired level of competency. In addition, ADVISOR takes into account elements within virtual world & how users interact with each.

### Process

- ✓ Fidelity Analysis Approach
- ✓ Define Sensory Cues
- ✓ Job Task Sensory Cues Analysis
- ✓ Course Sensory Cues Analysis
- ✓ Components Analysis
- ✓ Synthetic Environment Analysis
- ✓ Synthetic Environment Element Analysis
- ✓ Training Device Functional Requirements

## Resource Management Module

### Objective

To find out how much funds, personnel & resources are needed for planned training activities within any time-period. Compiles data from missions/goals, competencies, systems, jobs, tasks, training requirements, & courses/activities to (a) identify planned training activities for any time-period; (b) forecast funds, personnel & resources requirements; (c) identify venues for driving training effectiveness & efficiency; & (d) assess training impact.

### Process

- ✓ Define Course Attributes
- ✓ Refine Search Criteria
- ✓ Training Requirements & Benchmarks
- ✓ Maximize Training Impact
- ✓ Forecast Training Budget, Personnel & Resources
- ✓ Forecast Training Cost per Client
- ✓ Evaluate Costs & Impact

## Project Management Module

### Objective

To keep projects on time & within budget. Achieved through the development of realistic project plans. The plan evolves by setting-up phases & tasks; identifying critical paths, milestones, dependencies, & constraints; assigning personnel & resources; & monitoring progress in real time. In addition to anticipating potential problems, & facilitating the implementation of corrective measures, ADVISOR improves resource allocation by tracking the utilization rates of personnel & resources.

### Process

- ✓ Project Scope
- ✓ Cost, Personnel & Resource Analysis
- ✓ Phase & Task Analysis
- ✓ Dependencies & Constraint Analysis
- ✓ Schedule Analysis
- ✓ Personnel & Resource Analysis
- ✓ Project Plan
- ✓ Monitor Progress
- ✓ Project Status

## Performance Analysis Module

### Objective

To improve performance by zeroing in on the source of the problem & identifying solutions that can produce the desired level of productivity. Moreover, ADVISOR highlights actions with greatest potential impact by assessing the feasibility of implementing plausible solutions; forecasting the costs, benefits, & Return on Investment (ROI) of each intervention; & generating audit trail to support recommendations.

### Process

- ✓ Mission Analysis
- ✓ Performance Indicators Analysis
- ✓ Job Analysis
- ✓ Performance Analysis
- ✓ Root Cause Analysis
- ✓ Solution Analysis
- ✓ Feasibility Analysis
- ✓ Cost Analysis
- ✓ ROI Analysis
- ✓ Prioritize Actions

## Training Life Cycle Management Module

### Objective

To manage training requirements & uncover venues to drive training effectiveness & efficiency. ADVISOR maintains training efficiency over time by continually assessing the impact of change to missions, systems, jobs, tasks, policies, technologies, throughput, & so forth on training content and activities, as well as budget, personnel/resource requirements. This is attained through a digital-twin model that continually maps training courses/activities to operational requirements to identify gaps, duplications, & training with minimal value. Results including personnel/resource requirements, cost drivers, bottlenecks, & deficiencies along with remedial actions are quickly & concisely communicated through dashboards.

### Process

- ✓ View Dashboards
- ✓ Training Alignment Analysis
- ✓ Training Gap Analysis
- ✓ Training Duplication Analysis
- ✓ Training Cost Analysis
- ✓ Cost Drivers Analysis
- ✓ Training Cost per Individual Analysis
- ✓ Personnel/Resource Utilization/Bottlenecks Analysis
- ✓ Recommended Media Analysis
- ✓ Time to Competency Analysis

**Contact us today to find out how we can assist you streamline training analysis & drive training efficiency.**