

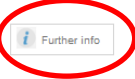
What information is in my personalised report?

– Performance Indicators



Overall performance indicators

This section provides a summary of your responses relating to your current overall business impact (including efficiency, and productivity improvements) and staff impact (including staff motivation and retention).



Indicator	Average	TM Benchmark	Your score
Overall Business impact	3.96	5.34	4.12
Overall Staff impact	3.99	5.17	3.60



Key performance indicators

This section provides a summary of your responses relating to 7 specific key performance indicators that relate to take-up of learning technologies, efficiency (linked to cashable savings) and business agility- the ability to respond faster to changing organisational demands.



Take up Indicator	TM Benchmark	Your response
Percentage of employees using e-learning	76%	100%
% formalised learning that is e-enabled	36.1%	10%
Efficiency Indicator	TM Benchmark	Your score
Cost saved	20.7%	No answer
Increase in volume of training	2.64x	2x
Reduction in study time	27%	50%
Business Agility Indicator	TM Benchmark	Your response
Improved speed of delivery	32%	50%
Reduction in time to competency	20%	50%

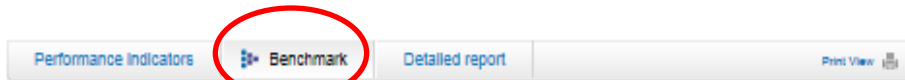
Section 1 – Performance indicators

The **Performance indicator** section provides a summary of your responses relating to the impact your learning technologies are currently having on your business and staff.

Click on the **Further Information Box** to find out what your score means, how you can improve your score and see what **reading resources** could help you improve your score further.

What information is in my personalised report?

My Benchmark



Implementation practice benchmark

The Towards Maturity Index (TMI) has been developed as a single point of reference to help you compare your implementation activities against established good practices that influence results. Increasing your TMI over time will improve your performance!

[Further info](#)



How do you compare?

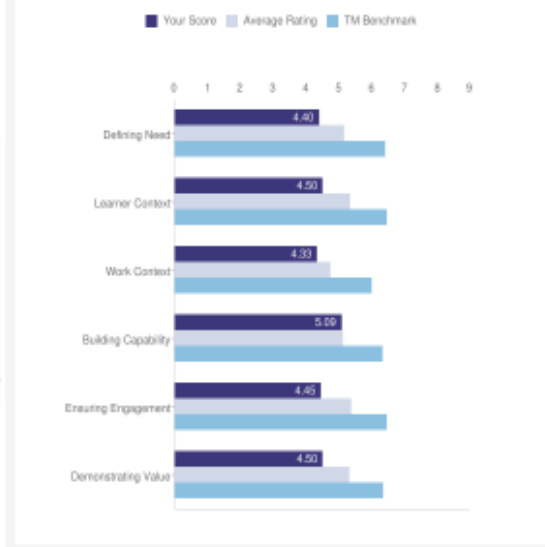
	Average	TM Benchmark	Your score
TM Index	48.46	58.39	45.22

This graph (right) provides a focus for improvement by highlighting your strengths and weaknesses across the 6 work streams of good practice that make up your TMI score.

[Further info](#)



For planning and resources tailored to help you improve try our Action planning



Section 2 – Benchmark

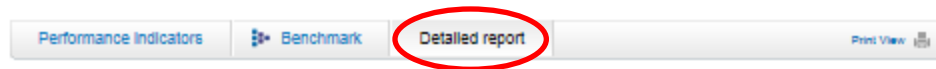
The **Towards Maturity Index (TMI)** provides a single benchmark measurement of how well you have implemented your learning technologies across 6 work streams of good practice.

The graph illustrates your strengths and weaknesses across the 6 work streams of good practice that make up your TMI score

Click on the **Further Information Box** to find out by how much increasing your TMI figure can help your organisation.

What information is in my personalised report?

Detailed report



Detailed Report

Premium users can fine tune their action planning in this detailed report. If your score is highlighted in green, this is an area of strength for you compared with your peers, red highlights a priority area for improvement. View info provides you with tailored recommendations and resources to help you improve.

[Further info](#)

Workstream	Activity area	Average	TM Benchmark	Your score	Action Plan
Defining Need	Strategic Alignment	4.82	6.60	4.80	View Info
	Business Alignment	5.49	6.75	4.00	View Info
Learner Contact	Learner Choices	5.21	6.45	4.40	View Info
	Learner Motivation	4.31	5.80	4.60	View Info
Work Context	IT Relationships	5.82	7.33	4.33	View Info
	Technical Environment	5.71	6.80	4.40	View Info
	Managerial Support	4.95	6.19	4.25	View Info
Building Capability	Building L&D skills	5.54	6.83	8.17	View Info
	Designing Learning	5.40	6.80	5.20	View Info
	Assessing achievement	4.71	5.80	3.60	View Info
	Supporting Learners	5.03	6.25	4.25	View Info
Ensuring Engagement	Facilitating Collaboration	3.82	5.25	4.25	View Info
	Managing Change	4.75	6.00	4.43	View Info
	Empowering Learners	5.15	6.25	4.25	View Info
	Engaging Trainers	4.88	6.40	4.80	View Info
Demonstrating Value	Involving Leaders	4.33	6.00	4.33	View Info
	Gathering Feedback	5.41	6.75	4.50	View Info
	Measuring Effectiveness	3.81	5.00	4.60	View Info
	Communicating Benefits	4.09	5.50	4.40	View Info

Section 3 – Detailed report

This innovative report is for **Premium members only**. It scores you against 19 different activity areas within the Towards Maturity Model. If your score is highlighted in green, this is an area of strength for you, red highlights a priority area and white you are above average.

Each of the 19 different activity areas has a **View info** heading, please click on this to find out which areas within this activity to focus on first, what to think about next and which areas to keep on reviewing.

What information is in my personalised report?

Detailed report

Workstream	Activity area	Average	TM Benchmark	Your score	Action Plan
Defining Need	Strategic Alignment	4.82	6.60	2.20	View info
	Business Alignment	5.49	6.75	4.67	View info

Section 3 – Detailed report – Action Plan (premium users)

When you click on the **View info** button in the detailed report, it will bring up a pop up box that suggests recommended actions you should take.

Our clever technology allows you to copy all these recommended actions into an **Action Plan** at the button of the View info screen. You can give each action a priority and date to be completed by.

When you have compile a list of actions from each of the 19 activities you can view the full list, edit them before printing them off.

You can also find on the View Info sections a list of valuable **reading resources** to help you further.

Strategic Alignment Print View

Why is this important?

A clear vision is critical if you are to target your resources effectively but if your vision is to take off it is important that it is shared and endorsed by top managers and leaders. At the same time, you need to keep your strategy flexible so that you are able to adapt to change.

Your scores are lower than average but that might be because you are new to using technologies or operating in a focussed business area.

To make a sure start we recommend that you focus having a clear vision of what you want to achieve, first for yourselves and then for the business. This also applies if you are working at a project level.

Here are some actions to consider - you can copy relevant actions into your action plan or add your own. Be specific for example, name the individuals that you should be involved in the action or the need that you want to address:

Areas to focus on first:

- Review your current vision statement
- How can you clarify your vision statement better
- Get inspired by other organisations

Areas to think about next:

- Convert your vision to a strategy
- Get your strategy endorsed by leaders
- Consider how you can make your strategy more flexible
- Extend local strategies to become organisation wide
- Consider how you can set measurable targets for your programmes & build that into your ongoing strategy

Add an entry to my action plan

Priority:

Target Date (optional):
Day Month Year

My Action Plan

Activity area	Action	Priority	Target Date
Strategic Alignment	Meet with Head of Operations to discuss strategy	High	August 31, 2011
Strategic Alignment	Review Frontline case study with team to consider lessons learned	Med	September 30, 2011

[View Action Plan](#)

Resources

- [Part 1 - Setting a Strategy for Learning and Development](#)
How to fit tactical plans within a strategic framework & overall business goals in order to deliver successful programmes. This resource addresses strategy.
- [Part 2 Aligning learning to business needs - Before, During and After Model](#)
In this second article in a series, we explore a Model which can help set learning within a strategic business framework. This resource addresses strategy.