*All times are in Eastern Daylight Time

DAY 1

10:00am – 10:15am* **Location: Virtual**	**Introduction and Learning Measurement Champion Certification (LMCC) Process** • Introduce learners and facilitators • Describe the course structure, topics, and certification process

10:15am – 11:45am
Location: Virtual
	Building the Foundation and Creating a Culture of Measurement
	
	• Build the foundation for measurement by learning an organizational design model and the Talent Development Value Framework (TDVF):
	    o Gain insights about the organizational factors that facilitate and hinder sustainable measurement practices
	    o Assess gaps in your business that hinder progress regarding measurement strategy

11:45am – 12:30pm	**Break**
12:45pm –2:45pm **Location: Virtual**	**Building a Sustainable Measurement Strategy** • Using templates craft (or revise) your current measurement strategy • Address organizational design issues (e.g., leadership, governance, processes, etc.) that will facilitate or hinder your measurement strategy • Create a draft version of your measurement strategy • Use Measurement Strategy Template provided by MTM team to build (or revise) your current measurement strategy Takeaway: Learners will build a measurement strategy throughout the three days starting with a template that MTM will provide
2:45pm – 3:00pm	**Break**

3:00pm – 4:00pm	**Establish a Scalable Measurement Framework**
	• Establish a Scalable Measurement Framework is the first of five topics in the Talent Development Framework that will be addressed to strengthen your strategy
	• Learn how to diagnose and solve measurement problems related to "Establish a Scalable Measurement Framework"
	o Examine best practices / worst practices
	o Leverage the tools / templates from this area of the TDVF to improve your measurement strategy
	• Topics:
	o Define KPIs
	o Scale measurement across the curriculum
	o Create a comprehensive view of results
	o Create efficient analytic processes
	Build analytics capabilities across L&D

Day 2

10:00am – 12:0 0pm **Location: Virtual**	**Review from Day 1** **Portfolio Evaluation Approach** • Learn how to use the Portfolio Evaluation Approach to gather data and report results so leaders understand L&D's connection to business issues • Incorporate it into your drafted measurement strategy
12:00pm – 1:00pm	**Break**

1:00pm – 2:15pm
Location: Virtual
	Align and Partner with the Business
	
	• An MTM client will present a case study, and learners will collaboratively solve measurement problems related to "Align and Partner with the Business"
	    o Examine best practices / worst practices through debrief and discussion
	    o Leverage the tools / templates from this area of the TDVF to improve your measurement strategy
	• Topics:
	    o Align training programs to business objectives
	    o Become a valued partner to the c-suite for achieving business goals
	    o Communicate the need for leader involvement to drive effectiveness
	    o Bridge the gap between current curriculum and business needs
	    o Solve business problems with the right solution

12:15pm – 2:30pm	**Break**

2:30pm – 3:30pm
Location: Virtual
	Maximizing L&D Investments: Case Study
	
	• An MTM client will share a case study, and learners will collaboratively solve measurement problems related to "Maximizing L&D Investments"
	    o Examine best practices / worst practices through debrief and discussion
	    o Leverage the tools / templates from this area of the TDVF to improve your measurement strategy
	• Topics:
	    o Align courses to Portfolios to Solve Business Problems
	    o Ensure compliance with regulations
	    o Address differential course effectiveness based on learning methodology
	    o Optimize the mix of training programs and methodologies across the curriculum

3:30pm – 4:30pm
Location: Virtual
	Monitor and Manage Learning Asset Performance
	
	• An MTM client will share a case study, and learners will collaboratively solve measurement problems related to "Monitor and Manage Learning Asset Performance"
	    o Examine best practices / worst practices through debrief and discussion
	    o Leverage the tools / templates from this area of the TDVF to improve your measurement strategy
	• Topics:
	    o Continuously improve programs by monitoring instructor effectiveness
	    o Manage courseware effectiveness to improve learning
	    o Monitor corrective actions to determine impact
	    o Monitor and manage vendor performance
	    o Compare program effectiveness to show value

DAY 3

10:00am – 12:0pm **Location: Virtual**	**Review from Day 2** **Developing Valid and Reliable Survey Instruments** • Gain insight about why it is necessary to build valid and reliable measurement instruments • Focus primarily on evaluation surveys but also discuss testing instruments like pre- and post-course knowledge and skills tests

12:00pm – 1:00pm
Location: Virtual
	Demonstrate Value
	
	• An MTM client will share a case study, and learners will collaboratively solve measurement problems related to "Demonstrate Value"
	    o Examine best practices / worst practices
	    o Leverage the tools / templates from this area of the TDVF to improve your measurement strategy
	• Topics:
	    o Provide transparent reporting about L&D activities and impact

	o Create a scalable reporting process to demonstrate impact across the curriculum o Customize the evaluation approach for strategic, visible and costly programs o Help L&D market valuable training programs that are underserving the business need o Analyze which reporting audience and learner audiences are underserved
1:00pm – 1:30pm	**Break**
1:30pm – 2:00pm **Location: Virtual**	**Developing Others** • Focus on the critical elements of developing your team and other stakeholders • Discuss best practices among attendees • Takeaway: a stratified training plan for stakeholders
2:00pm - 2:45pm **Location: Virtual**	**Managing the Measurement Team** Examine the business expectations for a typical measurement team and how to run the team like a business unit. Focus on three aspects of measurement operations: • Mission—what should the measurement team be doing? • Tools—what tools and systems do you need to manage with IT to ensure long-term access to the right tools, data availability, and vendor services? • Measures—what KPIs should you gather, monitor and manage to demonstrate that the measurement group is fulfilling its mission for L&D and the business? Takeaway: A planning template for managing the measurement team

3:00pm – 4:15pm
Location: Virtual
	Certification
	
	Explain the certification process.
	
	Divide into groups and demonstrate leadership skills related to the Learning Measurement Champion role through role play and feedback; observe & provide feedback when not role playing
	    o Diagnosing measurement gaps
	    o Selecting appropriate solutions (organizational or measurement)
	    o Leveraging templates
	    o Building consensus / support for solutions
	    o Implementing multi-pronged solutions

4:15pm – 4:30pm **Location: Virtual**	**Celebration & Close** • Celebrate the attendees who are now certified • Look forward to participation in MTM Impact Community • Learning Measurement Champion Certificates issued

After the Certification program: Apply, Practice, Share

- Three (3) 1-hour online post-certification follow-up sessions with the trainer for 6 months upon the completion of the boot camp.
- Access to the Explorance Academy LMS for one year to review the training materials, and practice what you have learned. One-year term starts from the end of the camp conclusion.
- Apply your learning from the Learning Measurement Champion Certification program to your work and participate in the MTM Learning Measurement Champion Community to stay in touch and share with your fellow champions, and challenge Explorance to continuously improve MTM products and services.
- For any training related questions or information, contact us at learning@explorance.com.