



Training management

360° training management

From the creation of the training catalog to the evaluation of the effectiveness of the actions



Design, implement and monitor training

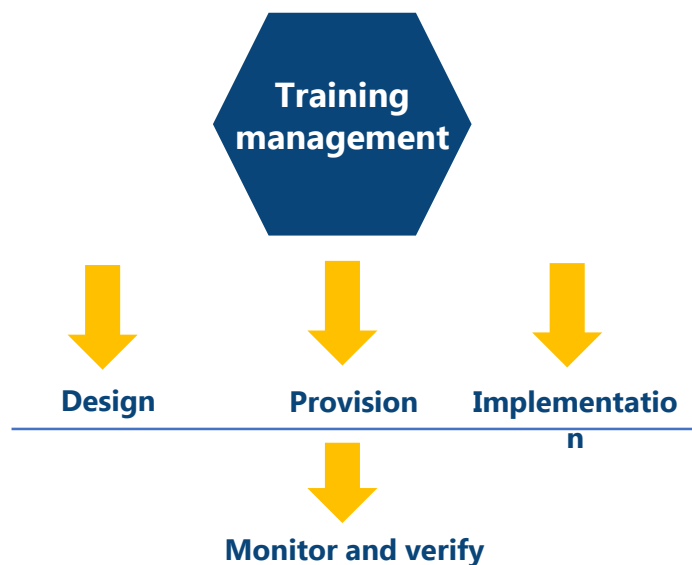
Is training a process that you cannot manage? Whenever you want to organize a course, do you have to face the same problems to collect signatures, approve them and manage the records? Don't know how to define the results of the training action, both in qualitative and quantitative terms?

The **Exagogica solution** solves all your problems in one fell swoop, because it **provides you with an integrated system for the design, preparation, implementation and monitoring of the training process within a large organization.**

Through the creation of a structured catalog, you can finally put the training modules in relation with the needs of competence detected in a simple and quick way within your organization.

Integration with content distribution and assessment tools helps promote self-training and assessment in and out of training activities, as well as easily gather feedback from participants and their managers.

Finally, the availability of structured reports allows you to learn about the effectiveness and efficiency of your training with a simple click.



What functionality is available?

The **solution** allows you to **manage**:

1. The analysis of training needs
2. All the educational offers
3. Participation in the activities
4. Evaluation of the process

A **flexible** and fully **integrated** tool

The ideal solution to manage all the phases of the training process

Training Management is created to **manage training processes within large organizations**. Perfect for managing **Academy and on boarding processes**, it is also ideal for managing running processes with checks on a monthly or quarterly basis. These characteristics make it **ideal in all those situations in which there are large organizational changes**, or when the organization faces a high turnover.

The power of Exagogica's Training Management solution is the **complete integration of its elements and total flexibility**. Integration makes it possible to relate roles, positions, levels, skills, requirements, gaps, reaction plans and training modules. Flexibility allows you to create a course catalog by associating different modules and defining the editions so as to be able to manage the whole agenda of activities.

The assessment tools through multiple choice questions, the integration of documents and videos, usability on mobile devices and the availability of multidimensional reports makes **Training Management the ideal tool to make even the most complex training processes simple**.





Detect the needs

Plan training starting from the actual needs of employees

This process is based on **identifying the key competences required** of each person, skills that can be identified by the manager, or drawn from a general catalog organized by roles.

The **level assessment process is carried out periodically** and is extremely **simple** and **fast**. These allow you to **always have a reaction plan available to each person's gaps**, with the expression of their **training priorities**.

What are the benefits?

The **function** allows you to **define**:

- **The key requirements of the roles**
- **The key requirements of the positions**
- **Individual gaps**
- **The reaction plans for each person's gaps**



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Manage the training offer

The ideal tool to manage the entire training catalog

Training Management is fully integrated with the Knowledge Management system, the training catalog allows you to **design modules directly related to specific competence requirements**. Several modules can be linked to courses, whose editions can be scheduled in a calendar.

This type of management, combined with the possibility of uploading text and video materials to the system for self-training and multiple-choice quizzes for checking incoming and outgoing knowledge, makes Training Management **the ideal tool for closely connecting training with the development of human resources**.

What are the benefits?

The **function** allows you to **define**:

- **The training modules**
- **The materials for self-training**
- **Editions calendar**

Select a course type

Course type

Options on course title >>

Title

BAP

Agile

SW Unit Testing

UDS

IBM DOORS

CAPL

TAM

Team Building

FMEA APIS Tool

CAPL

Course

Modules

Editions

Self training tools

From

To

Search

Site	Training manager	Starting	Status	Part	Vacants	Action
Learning & Organization Development	Dhyani Kapil	2017-07-31 00:00	Executed	100	85	Edition closed
Learning & Organization Development	Yadav Nishesh	2017-10-23 00:00	Executed	45	29	Edition closed
Learning & Organization Development	Bajaj Akshita	2018-03-12 00:00	Executed	30	10	Edition closed
Learning & Organization Development	Solankar Sharadini	2018-05-14 00:00	Executed	45	11	Edition closed
Learning & Organization Development	Aggarwal Abhishek	2018-06-22 00:00	Executed	50	21	Edition closed
Learning & Organization Development	Dhyani Kapil	2018-08-06 00:00	Executed	30	-	There are no available places for this edition.
Learning & Organization Development	Garg Rishabh	2018-09-18 00:00	Executed	35	13	Edition closed
Learning & Organization Development	Dhyani Kapil	2019-01-15 00:00	Running	41	-	There are no available places for this edition.
Learning & Organization Development	Singh Ekta	2019-01-18 00:00	Running	2	-	There are no available places for this edition.
Learning & Organization Development	Garg Rishabh	2019-05-16 00:00	Running	40	2	Edition closed

Results found : 1 - 10 / 10

Classroom	Basic	2	1	4	-	-	Q
Classroom	Intermediate	1	1	1	-	-	Q

3

Participate in activities

An automatic notification mechanism

Participation in the training activities is regulated in Training Management through an **automatic notification mechanism of the scheduling of a new course to all those who currently have a gap on the skills of the course itself.**

Each employee can thus enroll in the courses they need and the request for participation is subjected to a simple approval process by the direct manager, or the training manager.

Before the beginning of the course, the trainer can foresee the execution of **an entrance test to determine the real level of the participant.** The tests can be programmed with different options and are carried out in a perfectly integrated manner with the platform, as is the case **for exit tests and any final assessment tests**, which can be administered after a certain period of time from the end of the training.

What are the benefits?

The **function** allows you to **manage**:

- **Notification of available courses**
- **The authorization process**
- **Incoming assessment**
- **Outgoing assessment**
- **The final assessment**



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Governing and evaluating the process

Simple and effective assessment and management tools

The training process is one of the most complex processes to manage, due to the difficulty of determining and collecting the indicators of effectiveness and efficiency. Training Management **makes it possible to carry out these operations with great simplicity and with an amazing analysis detail, thanks to the integrated reporting.**

The Exagogica solution allows you to collect feedback on each single course and on the trainers taking part in an integrated manner by the participants.

The number of hours scheduled and carried out, registrations and participations are the subject of the **KAI**, the **activity indicators that allow measuring the size of the process.**

The number of reduced gaps and the achievement of the competence targets are instead the object of the analysis of the process performances through the expression of simple KPIs that allow to **define the effectiveness and efficiency of the training activity.**

What are the results?

The **function** allows you to **collect**:

- **Activity feedback**
- **Feedback on trainers**
- **Activity indicators**
- **Performance indicators**



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EXAGOGICA

Human capital development solutions

Sales management
Strada del Drosso, 33/7
Turin, Italy

www.exagogica.com