



SOLUTION BRIEF

Our Industries

Government
Justice and Public Safety
Health
Energy
Commercial

What we deliver:

- Learning strategy/plan
- Learning needs analysis/assessment
- Course/curriculum solution design
- Learning Management System or training system/training data requirements
- Classroom or online courseware content
- Course delivery
- Course and learner evaluation requirements and strategy
- Learner evaluation measurement tools
- Policy manuals
- Procedure guides

LEARNING SOLUTIONS

Management Consulting

OUR LEARNING SOLUTIONS

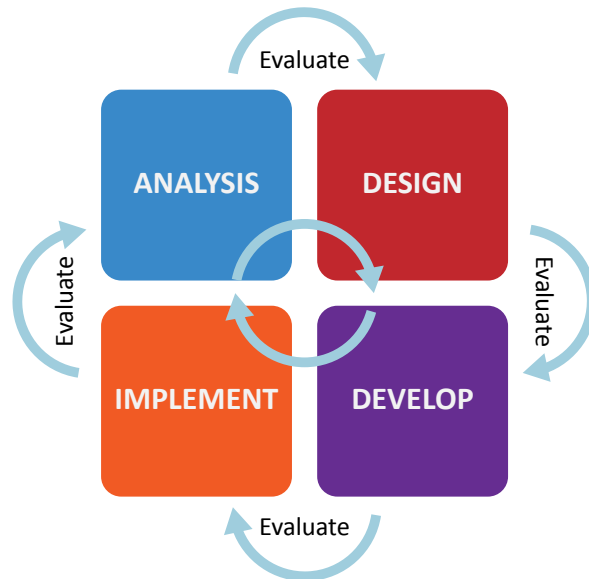
Our Learning Solutions help organizations successfully implement and sustain changes through focused learning programs that increase the levels of relevant knowledge and competency throughout the organization; reduce stakeholder resistance; improve staff skill levels, and increase organization commitment. Our Learning Solution services include:

- **Analysis** – Through our training needs analysis we identify the spectrum of knowledge and skills that will be required to ensure that your employees have the skills and competencies they will need to perform well in the organization's future state. We determine your organization's training needs and establish the instructional goals and objectives for each type of training and for each stakeholder group.
- **Design** – During design, the training curriculum is determined (i.e. modules, courses, sequencing, and evaluation framework). We design the materials for each curriculum; determine the tools to be used, and the most effective delivery method. The learning materials could include, for example, handouts, training manuals, quick reference guides, online documentation or performance support to instructor materials.
- **Develop** – The materials we develop depend on the curriculum design and course outlines, the tools to be used, and the method of delivery selected. The materials vary from traditional handouts and manuals to web-based e-learning.
- **Implement** – Implementing the Learning Solution includes not only delivering training but also scheduling classes and/or web sessions, registration (if classroom training is being undertaken), tracking student attendance and course / module / program completion, and managing the learning environment.
- **Evaluate** – We evaluate every component of the curriculum and the entire learning program to ensure that the program goals and objectives are achieved. We solicit feedback from the participants and stakeholders at various intervals using a variety of survey and information gathering tools.

OUR METHODOLOGY

Sierra Systems has extensive experience in the development of adult education training materials and the delivery of training. We deliver training directly to your staff or teach your trainers using our “Train-the-Trainer” methodology.

Our approach is based on industry best practices for instructional systems design known as the ADDIE (Analysis, Design, Development, Implementation, and Evaluation) model. This development methodology has become prevalent in the world of training and higher learning development and many of our clients have found it very effective.



LEARN MORE

To learn more about how Sierra’s learning solutions can benefit your organization please contact:

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