

## Summary of Recommendations to the Training Management Team

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<p>Needs Analysis</p> <p><i>Raise the bar for the Company managers and employees regarding being able to use human performance interventions of a non-training nature.</i></p>	<ul style="list-style-type: none"><li>• Make Needs Analysis part of the Training Organization's charter by making it an overt Training Organization goal and marketing it as a service provided by the Training organization.</li><li>• Establish a sponsor for Needs Analysis/HPT work.</li><li>• Create a task force to develop a better funding model for performance analysis and Needs Analysis within Training. Funding models that seem to work avoid direct charge for their services but are consumed in the total organizational budget.</li><li>• Raise the bar for Company managers and employees (inside and outside the Training Organization) regarding being able to use human performance interventions of a non-training nature.</li><li>• Help the training department's customers with bundled solutions, e.g., Personnel Selection + Training + OD, etc.</li><li>• Utilize performance consultants in a teaching/coaching mode for company managers. Then cascade this on down to the workforce as a whole.</li><li>• Encourage proactive Needs Analysis.</li><li>• Decide how Needs Analysis (not Training Needs Analysis) fits with the ISD process adopted by the training department. Is it a preliminary decision to using the ISD process or is it part of ISD?</li></ul>
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