



*Learning at the speed of change...™*

## **PCIQ Enterprise Learning: Consulting Services**

### **About PCIQ Consulting Services**

Successful training initiatives begin by understanding your objectives, business environment and any barriers to training performance. Through evaluation of these elements, PCIQ Enterprise Learning's expert consultants can understand, define and create learning solutions that solve training challenges and improve business results.

### **Strategic Consulting Services:**

#### **Training Needs Analysis**

Our consultants will use their experience in adult learning theory to help you identify appropriate training needs versus training wants. Using a unique team-effort approach, we incorporate interviews, meetings, and questionnaires to gather a full 360-degree understanding of your learning needs. A sound Training Needs Analysis will act as your blueprint for truly effective learning programs.

#### **Employee Orientation Program Development**

We can help you identify the major learning points for your orientation program and work with you to develop a thorough employee tool. This program not only provides an enticing and professional welcome to the new employee, it can be used to reduce ramp-up time significantly and keep existing employees current on policy, procedure and benefit information.

#### **Skill Assessment Development**

Are you unsure of the skill sets your employees have or need? Our consultants will work with you to determine key areas for assessment and then build a tool to properly measure employee performance. Not only will individual skill gaps be identified, areas of opportunity for group learning are uncovered.

#### **Business Process Documentation**

No matter into what level your processes fall, we can help you identify the key components and put them into an easy-to-understand format. This allows all employees to have the same reference point and makes the information accessible and consistent across the company.

#### **Instructional Design & Development**

Our team of instructional designers brings a wealth of experience to the table – from instructor-led training to computer and web-based training. We can coach your current training professionals in the latest industry standards or actually act as a member of your team providing expertise for your project. Our designers will help you develop a robust program using sound adult learning theory that meets all the needs of your learners and training logistics.

#### **Learning Program Integration**

Our consultants are experienced in helping you identify delivery methods that explore all the modalities of learning for your individual circumstances. We will help you determine if your program is best delivered electronically or through classroom events, whether group exercises are needed or individual study is best, or even help you decide how and when to incorporate a mentoring program.

**To learn more, contact us at 412.257.9840 or via email: [information@pciqlearning.com](mailto:information@pciqlearning.com)**

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