



## Organisational Learning and Development



## INTRODUCTION

Organisations that aspire to long-term success devote substantial time and resource to ensuring that they have a viable talent pool to support their planned growth.

These organisations understand the necessity to develop the knowledge skills and abilities of their employees to address their key business drivers.

Today's challenge for businesses is how to move learning seamlessly through their extended organisation with the correct skills and competencies deployed throughout the business and how to leverage the economics of their learning initiatives to create the efficiencies and effectiveness that are the hallmark of market leaders.

In a large organisation these are difficult tasks to perform. Economies of scale and efficiencies are lost within an organisation through multiple locations, divisional boundaries and a dispersed workforce. With the **PathFinder** system these barriers are removed and maximum benefits are achieved.

Using the unique capabilities of **PathFinder** an organisation can readily benchmark job role skills and competencies; flush out skills gaps; identify training needs; then design and deliver effective blended learning programmes across the whole organisation. Most importantly **PathFinder** enables management to continuously monitor and evaluate the effectiveness of their learning and development strategies relative to the ongoing needs of the business.

We appreciate that each organisation is unique, operating in diverse markets with specific systems and internal processes. With this in mind, AccessAcademy tailor our service to complement your existing operation.



### What are the Benefits of using PathFinder for your business?



It is intuitive and easy to use



It is accessible through any computer with an internet browser



It provides support to managers by pinpointing precise skills gaps



It captures knowledge already in your business and disseminates it



It improves procedures for recruitment, appraisals and succession planning



It enhances relationships and communication between directors, managers, departments and functions



It automates many time-consuming administrative tasks



It provides one central repository for all training information



It standardises the training and development activities throughout the organisation

## THE PATHFINDER SYSTEM

PathFinder enables company knowledge and learning initiatives to be aligned directly to corporate strategic direction, articulated throughout the organisation, delivered efficiently, and evaluated for constant improvement.

### PathFinderAdministration

PathFinders powerful system management tools give a high level of control allowing the system to integrate seamlessly with your business procedures and culture. Its adaptable architecture allows it to fully integrate with your organisations structure and hierarchical access rights allowing job specific information for every user.

### PathFinder Assess

Evaluates the skills and competencies of the workforce globally – enabling job specific training aligned to existing skill levels and competencies and strategic organisational priorities.

### PathFinder Real Time Reporting

Provides HR resource, line managers and senior executives with relevant data to support the delivery of their strategic objectives and responsibilities. It automates tedious HR and training information required for reporting and audits.

### PathFinderMobile

Provides live access to data “on the move” using mobile technology through a PDA.

It can also be used to validate the accuracy of information held for individuals, locations or departments. Assessments also provide on the job skills assessments without administrative duplication.



**Managers**  
Assign training and create skills reports



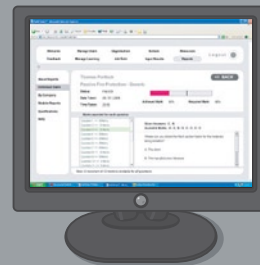
**Standard Users**  
Empower staff by allowing them to see their own progress



**Directors**  
Provides data to support strategic decision making



**Trainers**  
Automation and standardisation enables efficient use of valuable time



## BLENDED LEARNING DELIVERY

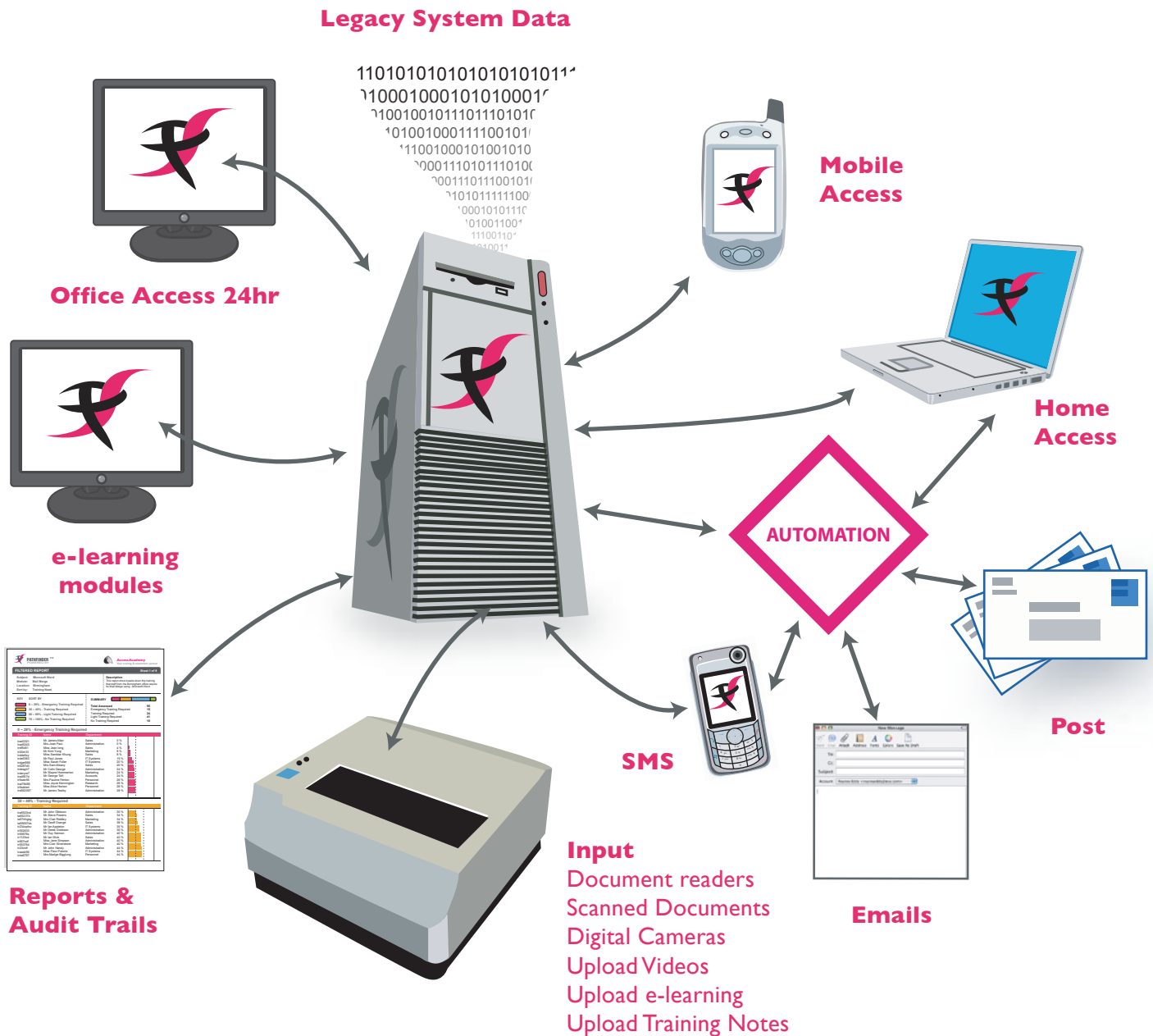
When training requirements have been identified across the organisation a mixture of traditional classroom based learning, e-learning and mentoring can be administered to maximise training investment. **PathFinderVLE** our virtual learning environment supported by **PathFinder RapidLearn**, which converts existing PowerPoint material to web enabled training modules facilitate the implementation of effective blended learning solutions.

**PathFinderVLE** (Virtual Learning Environment) supports a range of learning contexts, ranging from conventional, classroom delivery to off-line, distance learning and on-line learning.

**PathFinder RapidLearn** converts PowerPoint material into web enabled training modules for quick and easy dissemination throughout the organisation.

**PathFinder Administrator** provides a complete booking system. This allows traditional classroom training to be controlled by the system and results integrated with online training and assessments.

# PathFinder Learning Management Framework



## What our clients say about us

"What has been invaluable to us has been the support and assistance given by the team at AccessAcademy. The project has been a partnership from day one and we have appreciated the input and responsiveness of the developers, in amending the system to our exact requirements. The system is intuitive with minimal training required before being able to use."

Mark Jones, Director - **Apira Limited**



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