



Case Studies: **Evaluating Multiple Training Programs Post-Merger**

Business Situation

After merging with another provider in the Hospitality industry, a major hotel business realized they had many training programs from the merged organizations, some of which offered similar content to Managers and employees. To make sound business decisions about which programs to keep and which to revise, this company asked ALESYS to conduct an evaluation of the relevance and usefulness of their multiple training offerings. Impending budget decisions gave the project a sense of urgency.

ALESys Solution

To facilitate this company's budget decision-making process, ALESYS quickly conducted an abbreviated Effectiveness Evaluation to determine if the training programs as designed were effective in achieving the new company vision. We also identified which job functions should attend each of the evaluated programs based on required competencies. We created a matrix that presented a ranking of each program's effectiveness in achieving the new company vision, along with the job functions most appropriate for each of the training programs being assessed.

Results Achieved

The Senior Manager of the merged Training and Management Development Team made significant decisions to streamline the training offerings of the new organization, saving millions of dollars in training program costs and employee time in training.

ALESYS was then asked to make recommendations to strengthen the retained training programs to make them more effective in meeting the current training needs of the new organization. Those recommendations enabled a quick improvement process to be implemented with noticeable results achieved in record time around the many global sites of this organization.

The trainers of the merged organization are pursuing **Learning Manager Certification**SM from ALESYS, the most rigorous professional development process for trainers available anywhere.

ALESYS is an international consulting and training company with a focus on leveraging learning to help Customers achieve their organizational goals and use learning as a competitive advantage to generate business profits. We bring a depth and breadth of expertise and best practices gathered during our many years of successful work with organizations all over the world. For organizational change efforts to be effective, only a custom designed approach will yield results. These results must not only solve your organizational issues, but they must also translate into long-term sustainable change and profitability.

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