

Pervasive Training

IPRO 317
SPRING 2011

Team Objectives

- Understand current corporate training systems and how they could be improved
- Develop an innovative program of training that:
 - eliminates concerns with traditional programs
 - is innovative
 - is self-sustained and fully automated

Traditional Training

- **Restrictive**

Traditionally restricted to supervisor and management positions

- **Costly**

Thousands of dollars for off site training

- **Time consuming**

Takes workers away from their jobs for extended time periods.

- **General**

Not specifically targeted to an individual's needs.

Pervasive Training

- **Verylow cost**
Due to web-based design of training program
- **Time efficient**
Training delivered through PDA devices and email
- **Available**
Open to all employees
- **Specific**
Tailoredto the individual, based on anonymous co-worker and supervisory feedback.

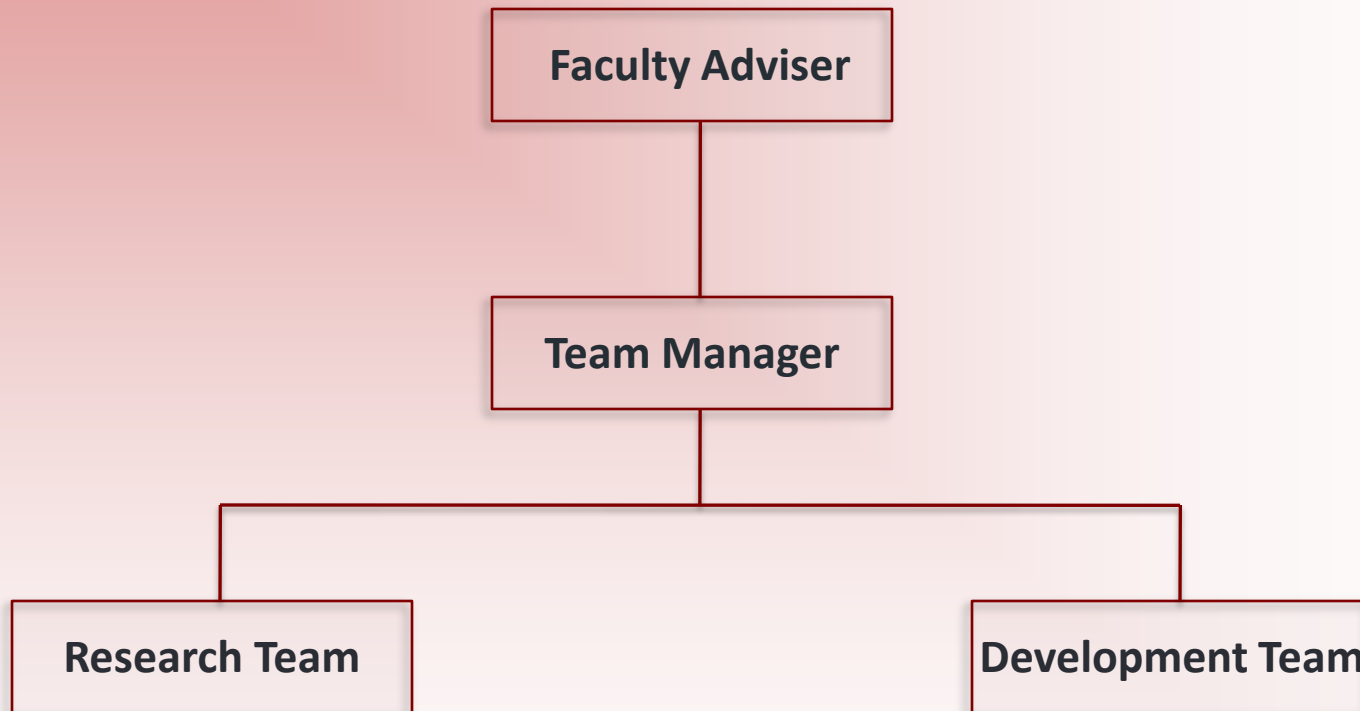
Pervasive Training

- Self-awareness based
Employees receive feedback from the people who know them the best
- Individuallydriven
Employees determine what is important for their job

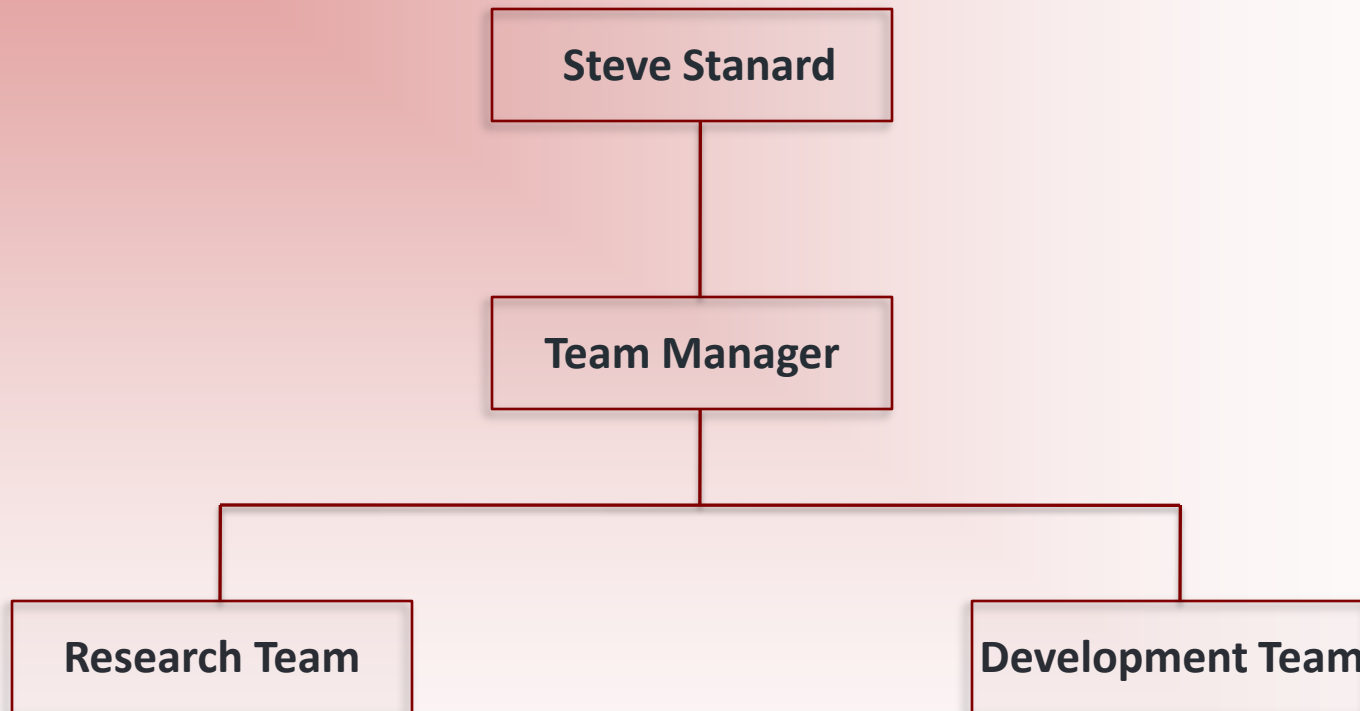
Pervasive Training

- Helping companies become Learning Organizations where employee training and development are part of their everyday working life.
- Once a participating employee receives feedback training “nuggets” are sent via e-mail to hand held devices or laptops.
- Training nuggets provide encouragement in areas where the employee is doing well and tips on how to do better in areas where improvement is needed.

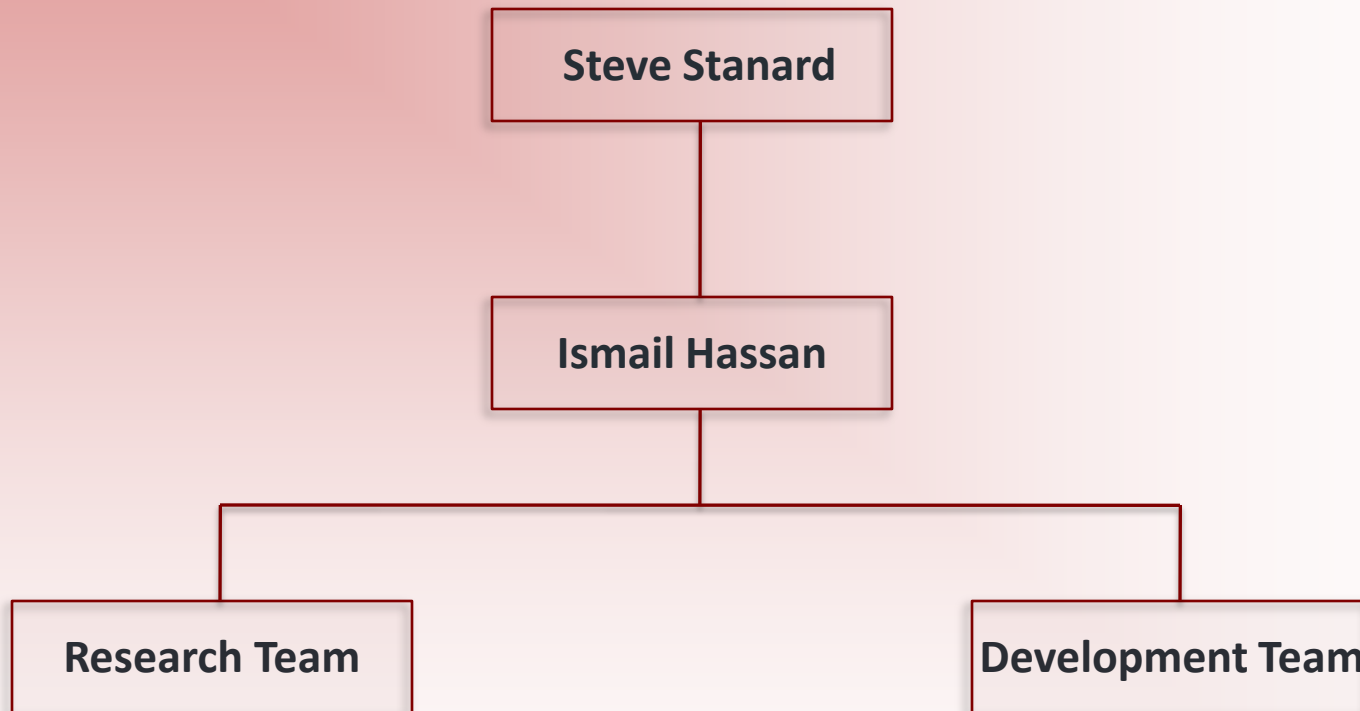
Group Breakdown



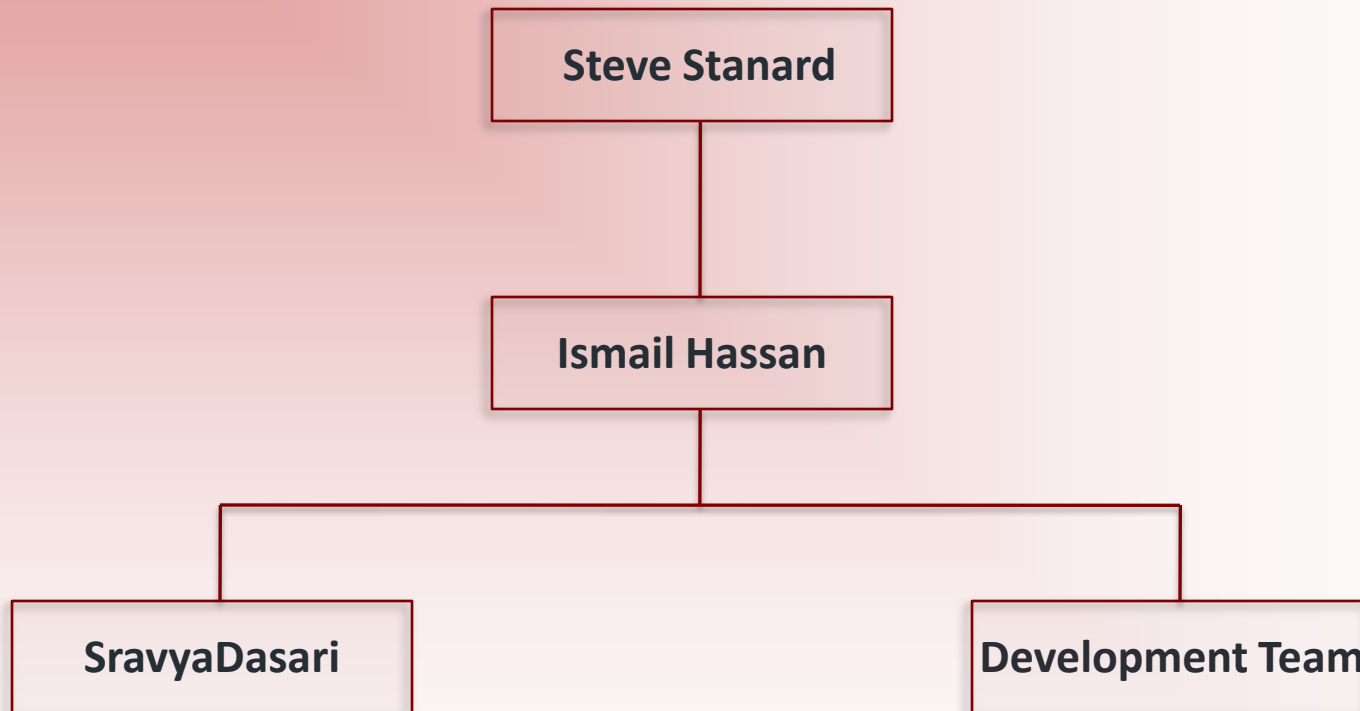
Group Breakdown



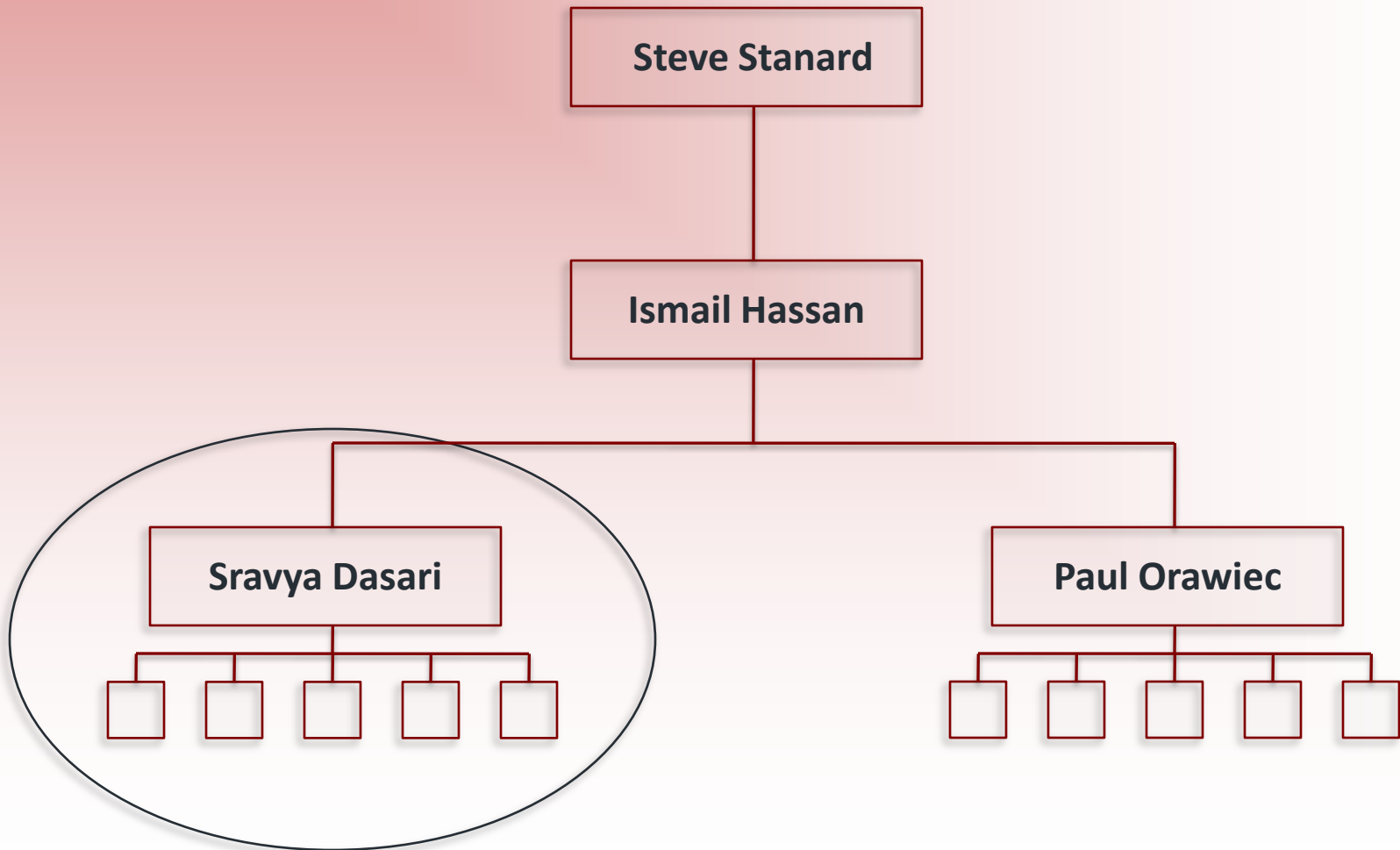
Group Breakdown



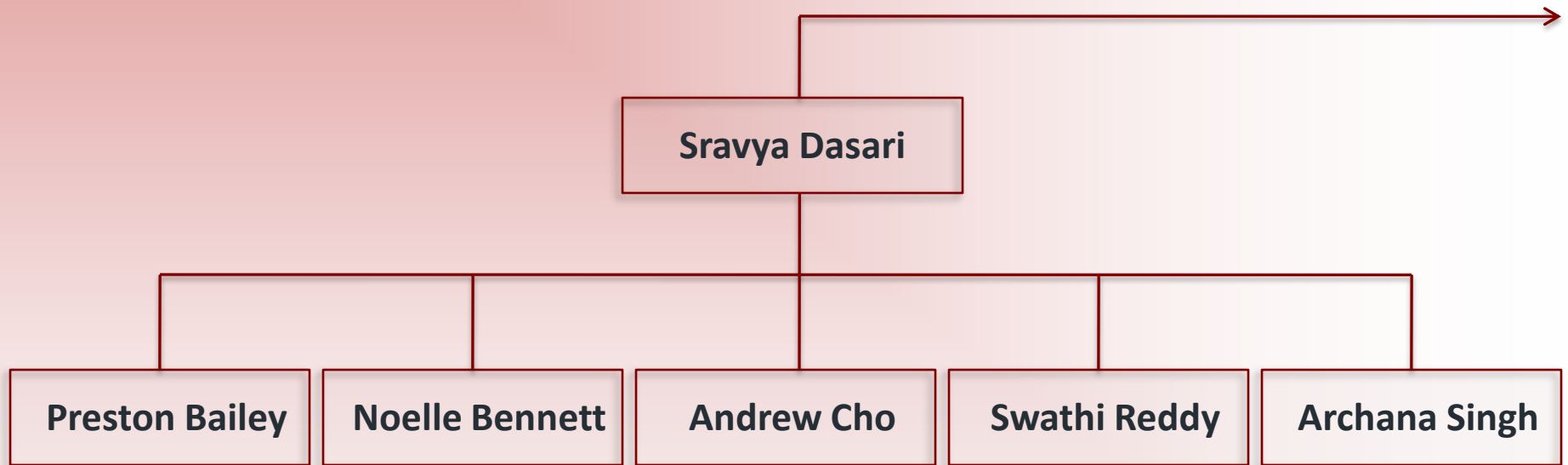
Group Breakdown



Group Breakdown



Research Team Breakdown



Research Status

Accomplished:

- Survey
 - Training Themes
 - Questions
 - Ratings

Dimensions
to choose
from:

Areas of
development:

Trust

Teamwork

Comm.

Ethics

People
Skills

Communication to Raters

Ratings

2

3

2

1

1

Results
(All Raters)

14.5

20

13

10

7

KEY:

Green Zone = 17.6 – 25

Yellow Zone = 12.6 – 17.5

Red Zone = 5 – 12.5

Yellow Zone

Green Zone

Yellow Zone

Show each item:
Green = 3.6 – 5
Yellow = 2.6 – 3.5
Red = 1 – 2.5

Red Zone

Red Zone

No
Improvement
needed at this
time

Items become
training tidbits

Participants choose
Raters (4 plus Supervisor)

Research Status

Accomplished:

- Survey
 - Training Themes
 - Questions
 - Ratings
- Training Nuggets (Supportive and Instructive)

LADDER

- * **Look** at the other person.
- * **Ask** questions.
- * **Don't** interrupt.
- * **Don't** change the subject.
- * **Express** emotion with control.
- * **Respond** appropriately

Research Status

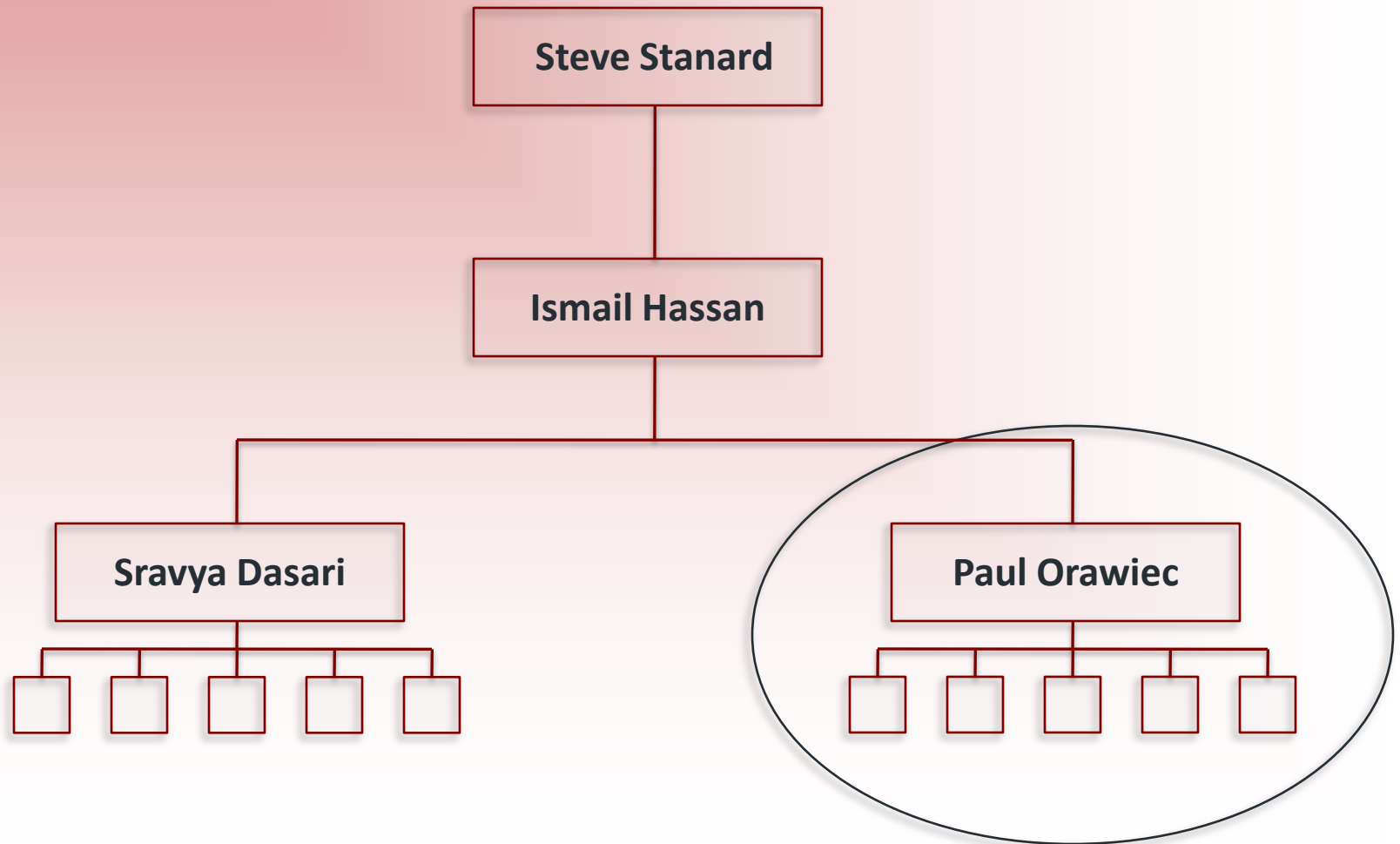
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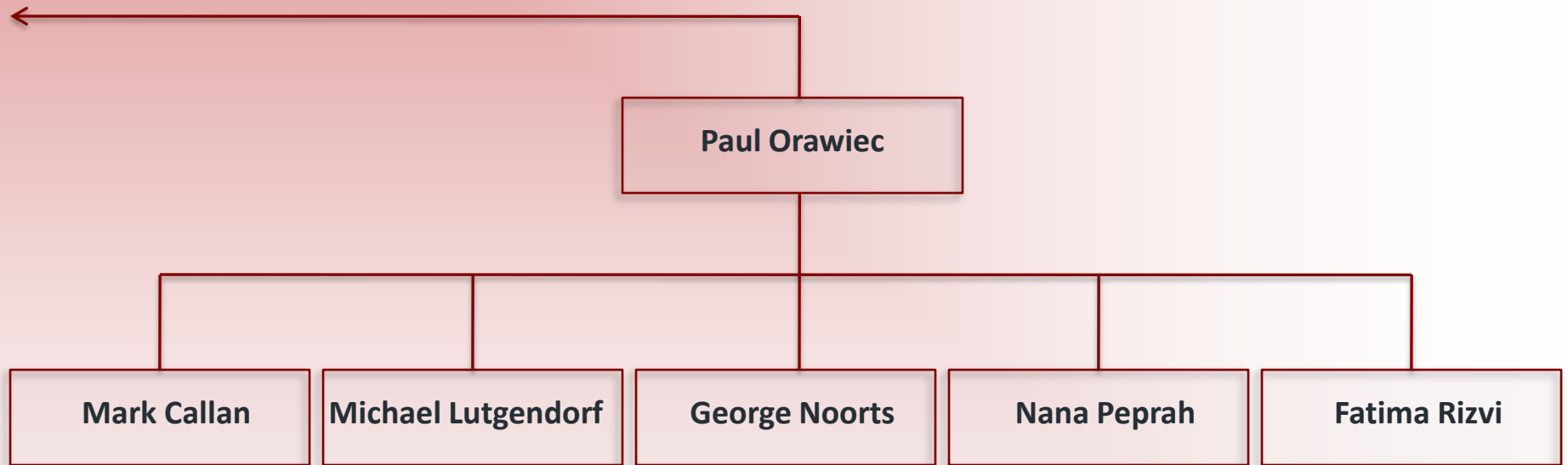
Next:

- Finishing Nuggets
- Developing algorithm for ratings and which nuggets are delivered

GROUP BREAKDOWN



Development Team Breakdown



Development Status

- MySQL Database
- Further development of Website
- Linking Database with .php to website components
- Project Server running Ubuntu Server 10.10

Pervasive Training iPro (A Work in Progress!)

Navigation

Menu

Content discription:

Welcome to the Pervasive Training Self-Awareness Individually-Driven Training System.
This is a program to help you understand yourself better and become a better employee.
You will be rating yourself on a number of job dimensions, and you will recruit some of your coworkers to also rate you.

The results are completely confidential, under no circumstance will anyone see the results but you.
Once the ratings have been collected you will receive feedback showing how you were rated and the answers to the open ended questions provided by your raters. Along with your results you will receive interpretation guidelines.
After this you will be sent information via e-mail on how to improve on the job.

Here's how it works:

Choose a minimum of five coworkers. These should be people you work with and that know you fairly well.

We call this group your RATERS. This may or may not include your supervisor. This is up to you.

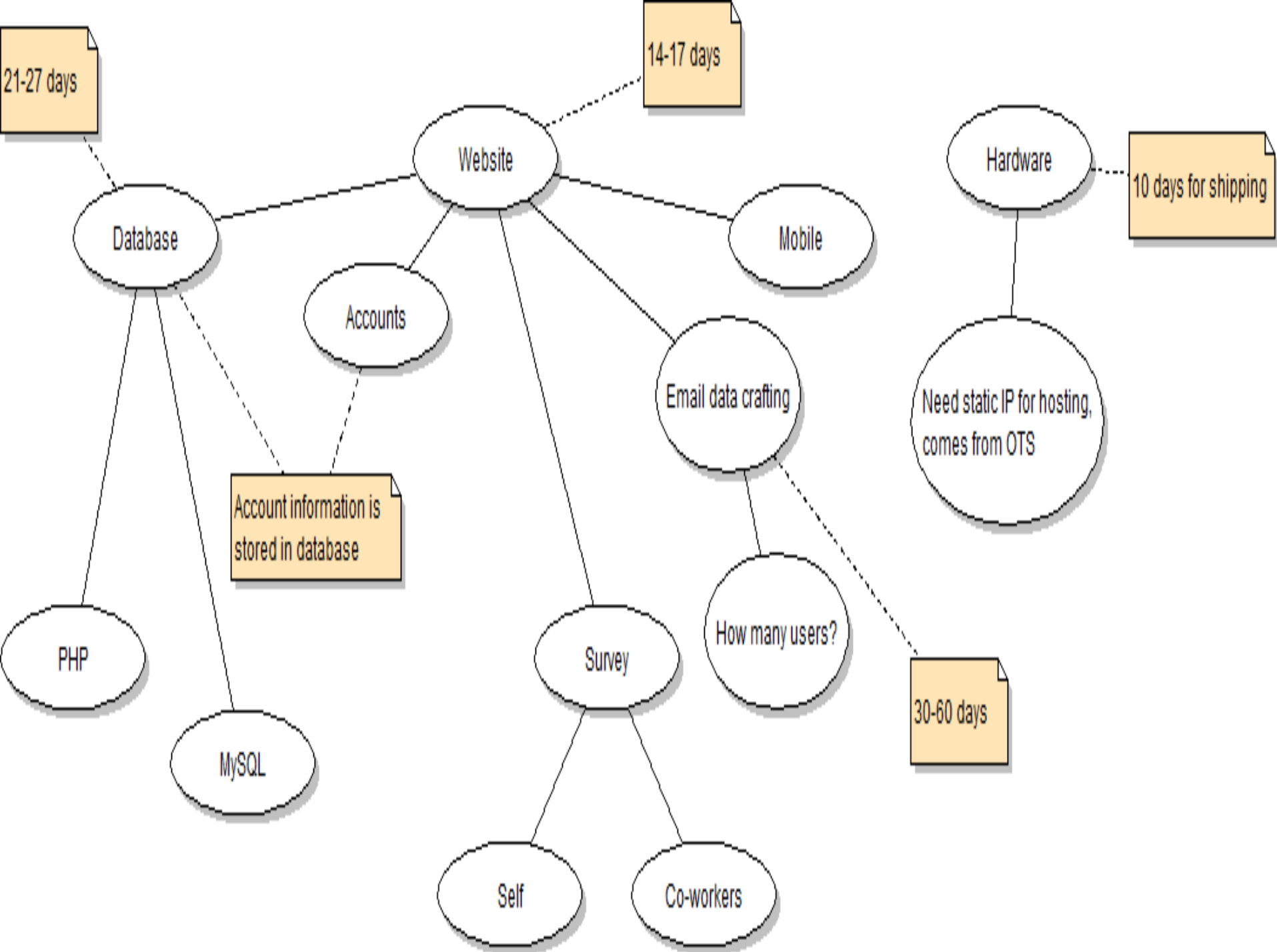
Once you have chosen your RATERS, you need to do these two things:

- (1) Enter the email addresses of your RATERS in the space provided below. DO THIS NOW.
- (2) Let the RATERS know that a survey will be sent to them.

An email will be sent to each of the RATERS you provide including a message and a link to the survey.

Photo gallery if needed





UPCOMING CHALLENGES

- Collection and Implementation of user data.
- Integration of web functions with Database.
- Displaying user data as simplistically and seamlessly as possible.
- Field Tests- Epstein Global and IIT Frat group.
- Improvement of user experience from feedback.

Questions?