



People, process and software working together for enhanced business results

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Business Performance P/L Announces Updated Training Benchmarking Software

Business consulting firm Business Performance P/L this week announced the release of the third edition of their training practices benchmarking software package for assisting organizations improve their learning capability.

August 13, 2008, Melbourne, Australia – With endemic skills shortages and the ongoing war for talent, organizations are placing a sharper focus on retaining and upskilling their employees. This week sees the publication of the latest edition of Business Performance P/L's benchmarking tools for measuring how well companies are building employee capability.

The Training Management Maturity Model is now in its Third Edition and is packaged with a set of analysis and reporting tools. This pack is designed for training professionals managing a training function and wanting to compare their training practices with best practice. The model is uniquely structured around these four improvement phases: (i) develop effective training administration processes; (ii) ensure the quality of delivered training programs; (iii) formulate training plans linked to the organization's strategy; and (iv) focus on measurable organizational, team and individual performance.

Vicki Heath, Director of Business Performance P/L, explained, "There are excellent benchmarking tools around. Investors in People and the People Capability Maturity Model are two prime examples. However, being HR tools, these are too generic to be of much practical use to training and learning managers. Our Training Management Maturity Model fills this gap by being very specific to assessing the learning capability of an organization. Also, by taking a phased approach in which improvement is achieved in stages, organizations can better plan their improvement efforts and budgets."

This new edition sees a complete revision of the package with the addition of an eight-step process guide for planning, completing and reporting a benchmarking exercise. The benchmarking pack is designed for people new to organizational assessments as well as for seasoned assessors. The pack also now includes an expanded set of analysis and reporting tools. The analysis spreadsheet calculates scores for each maturity level and outputs the maturity level achieved by the assessed organization. In addition, the results are displayed automatically on a full-sized bar chart. The chart can be easily exported to the final assessment report.

Heath added, "What is most important in any assessment is uncovering actionable tasks that the organization can do to take it forward. The Training Management Maturity Model is practical through and through, leading the organization to examine its key practices and identify deficiencies. The assessment can then be conducted again at a later date to check on progress."

The assessment form and analysis and reporting worksheet are reusable and fully customizable. They are supplied as common Microsoft Word and Microsoft Excel files. The package can be used on any Microsoft Windows-based PC with Word and Excel installed. The guide is supplied as an Adobe Acrobat PDF file. Adobe Acrobat PDF files are readable on almost any computer. The Adobe Acrobat Reader is available as a free download from the Adobe website.

Business Performance P/L has made available the Maturity Model Wall Chart as a free download. The complimentary download and the full package are available from the Business Performance P/L website at www.businessperform.com/html/training_systems.html

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Established in 2003, Business Performance Pty Ltd provides business and management consulting services globally in a range of business areas. From its website, the company also proudly supplies a wide selection of business and management software products designed to make managing organizations easier and more effective. Products featured include tools, templates and guides in the areas of training and employee development, project management, organizational change and career planning. All products can be purchased and downloaded easily from anywhere in the world from the Business Performance Pty Ltd website at www.businessperform.com

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