



March 2009

Issue 12

Welcome to the March issue of Train-Ease Times. You will find helpful tips and tricks of the industry, current projects, upcoming events in the area and much more!

Save 10% with the eLearning Stimulus Plan



Train-Ease and webSolve are partnering to bring you this incredible offer.

When you think "long-range success and growth," there is no question that eLearning and online training can *stimulate* your future business opportunities while *saving* precious dollars along the way.

An investment today in your training infrastructure will pay dividends for years to come!

Few investments will have the dual-impact of an immediate cost savings with significant Return On Investment that online training provides.

We can show you how to quickly implement a customizable Learning Management System, a virtual meeting room, and install your existing content or quickly create suitable content that will eliminate the following costs:

- Repetitious training (one-on-one or classroom) due to turnover
- Delayed delivery of crucial information
- Travel expenses
- Downtime of employees and franchisees
- Human resource tracking and other report production
- Meeting space (fixed or rented)
- In-person customer/vendor meetings

The time has come to make a change for the future success of your business. Continuing to use an outdated training infrastructure just won't work in the

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No-Cost Recognition



It is no great mystery that your employees are your company's greatest asset. With so many companies cutting back resources and laying off employees, it is now even more important to reinforce their importance and achievement within your organization. Recognition for a job well-done or a thank you for exceeding expectations is not always expensive. In fact, by providing employees with positive feedback can be a no-cost way to provide a positive ROI, invest in your employees, and reduce turnover rates.

Ask for their Feedback

Recognize that your employees

current state of our economy. You simply cannot afford it.

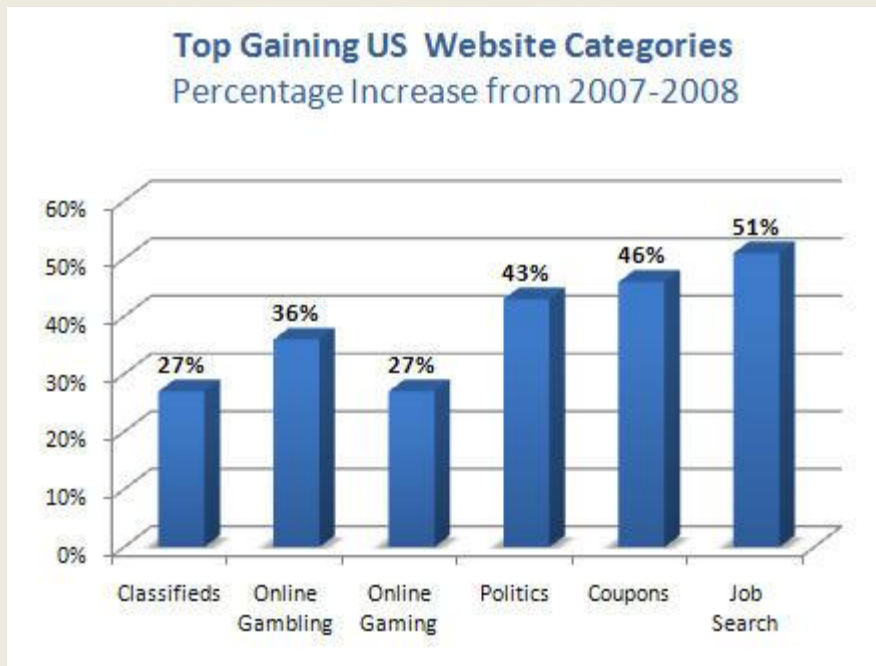
"Be a visionary when others are fearful and fearful when others have a vision."
(Adapted from a Warren Buffet quote)

To demonstrate our commitment to your eLearning Stimulus Plan, we are offering a 10% price reduction on all systems and services purchased in the next 90 days.

Open your eyes to the future. Be a visionary!

Contact Rick Willimott at Train-Ease (614-876-7400, [email](#)) or Jim Meaney at webSolve (614-975-9876, [email](#)) for more information on our combined products and services.

Online Activity Driven by Economy



2008 was filled with life changing events, including the country's economic crisis and the presidential election. These highly followed news events not only affected many the lives of Americans but also impacted the online activity of users throughout the United States last year. With the country reaching recession, one may assume that employment search would increase. By December of 2008 nearly 19 million visitors searched career opportunities online and 31 million users visited coupon sites. Collapsing banks, home foreclosures, and job layoffs have forced Americans to make the attempt to curb their spending in hopes for a speedy recovery from recession.

Source: comScore Media Matrix (U.S)

are smart and able to contribute. They will feel valued by a request for their opinion. If that opinion is taken seriously, it creates more company ownership from your employee.

Share Information

Recognize that they are trustworthy. By explaining why certain goals are being set or why decisions are being made, you are helping to expand his/her knowledge base and you are investing in your employee's future.

Celebrate Accomplishments

Recognize personal milestones. Once a goal is achieved and recognized, your employee won't want to let you down in the future so they will feel compelled to continue contributing.

Pay Attention to Efforts as Well as Results

Recognize them as a person. Employees will continue putting efforts into desired results when they have a clear direction on what produced the result. Be sure to recognize the efforts that went into a project, not just the results.

Acknowledge Anniversaries

Recognize their dedication. This is an important event and should be celebrated. Even by sending a free e-card, it further enhances loyalty your employee feels toward your company.

Coaching your employees and inspiring them to achieve and apply greater knowledge and skills is how our Executive Coaches help your organization complete this circle of success. For more information on our services and how to provide your employees with a positive ROI contact us by [email](#).

Source: Lohman Education Services

A Step Further for mLearning



Is internet access on your mobile device so 2008? Could the new portal for reviewing learning material be inside your very own car or truck? Several manufacturers are doing just that, integrating computer technology with your automobile.

Ford is releasing a fully functional, console computer which includes a keyboard, this month. Although geared towards contractors and business professionals, this could be a perfect opportunity to expand your employees learning base. Internet websites can be accessed, and documents and email could be reviewed on a much larger viewing screen than that of a mobile device.

The Works Solutions package will be in several series of Ford pickups and vans. The computing system has a 6-inch touch screen and runs on Windows. MS Office documents, spreadsheets, and presentations can be created, viewed and printed all from inside your car, so why couldn't learning also take place here?

Many times we are parked in our automobiles waiting in traffic, waiting for someone, getting a car wash, or getting an oil change with time to spare. We live in an era of multitasking; couldn't we take advantage of this "extra" time in the car?

Free times such as these are perfect to utilize the technology that your car holds. Review mobile courses, documents, and resources while waiting on the other tasks at hand. Ford is literally making your office and learning experiences mobile. Why not take advantage of their innovation by creating your own mobile learning courses?

For more information on how mLearning can help your organization move into the future and break the classroom-based learning barriers [contact us](#) or visit our [website](#).



Featured Event

The Role of Measurement in Human Performance Technology (HPT)

Tuesday, March 24th
11:30-1:30pm

The Ohio Heartland ISPI welcomes Norma Simons, President of Simons-White & Associates, Inc. to present the March event, "The Role of Measurement in Human Performance Technology (HPT)." She has advised and consulted with companies of all sizes, individually coached many of these companies' top executives, and is committed to providing companies with effective solutions that yield bottom-line results.

The current economic climate of rising costs and services has changed the way organizations are run. Each area is challenged to use measures that will improve performance and make a positive difference. The field of HPT like any other area is concerned with the methodology of creating the right measures and using them for accountability, and making appropriate decisions. With this in mind, the focus is on behavioral changes that will lead to improve the effectiveness and efficiency of processes and drive bottom-line results.

This interactive presentation will generate ideas that can be incorporated into the field of Human Performance Technology. Participants will:

- Identify measures currently used in HPT
- Outline simple steps to develop appropriate measures
- Discuss the development of a simple scorecard
- Outline the levels of measurement needed in



an organization

To attend the Ohio Heartland ISPI Luncheon event, "The Role of Measurement in Human Performance Technology (HPT)," [REGISTER ONLINE](#) now.

We look forward to your comments and suggestions. To submit ideas, questions or topics, please contact Melanie Gauder at 614-876-7400 or by [email](#).

"Never do things others can do and will do if there are things others cannot do or will not do."

~Amelia Earhart~