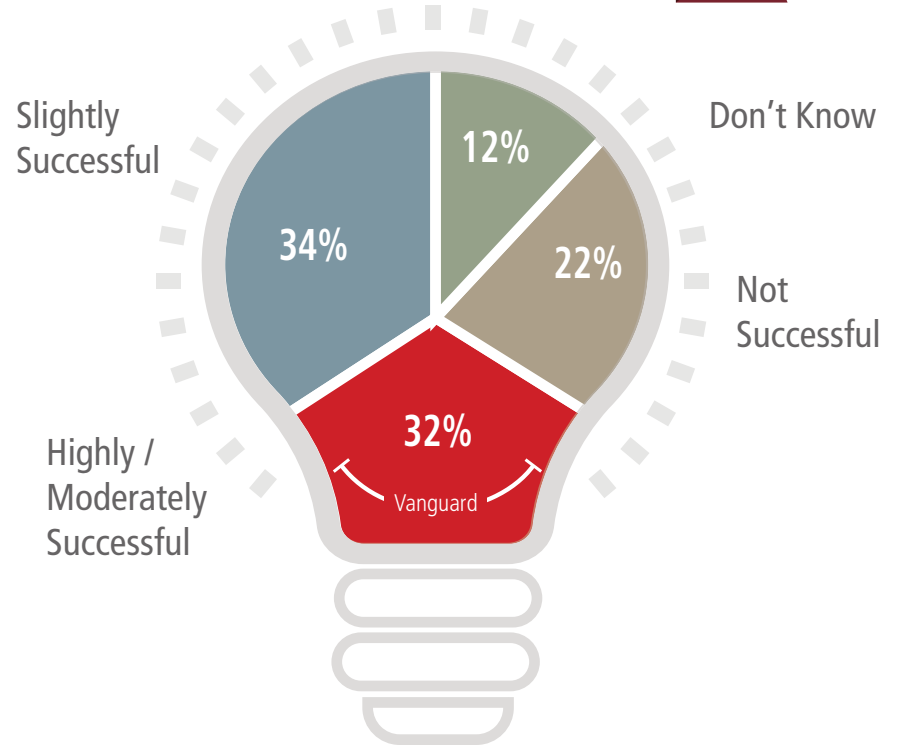


# UNLEASHING THE POWER OF PERFORMANCE ANALYTICS

Learning and Development (L&D) is essential for employees' peak performance, engagement and work confidence. Without the right analytics tools, L&D organizations struggle to correlate learning and performance.

## HOW IS ANALYTICS SUCCESS POSSIBLE FOR L&D?

A **successful performance analytics** strategy involves using many data sources, **measuring key performance indicators** related to learning impact, **communicating results**, and analyzing how learning drives business value. Analytics vanguard orgs **discover higher value than the baseline.**



Baseline experiences with analytics

### L&D LEVERAGES DATA

Vanguard organizations are significantly more likely to use not just learning data, but also HR and business performance data analytics.

#### Learning Analytics

Baseline: 71%  
Vanguard: 85%



#### Performance Analytics

Baseline: 54%  
Vanguard: 72%



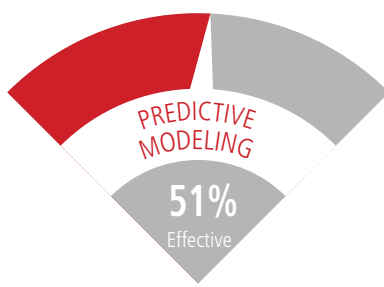
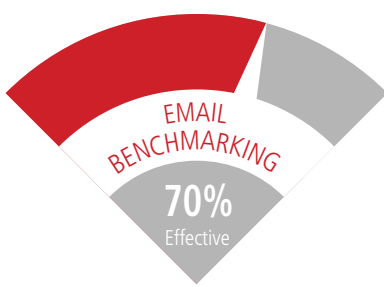
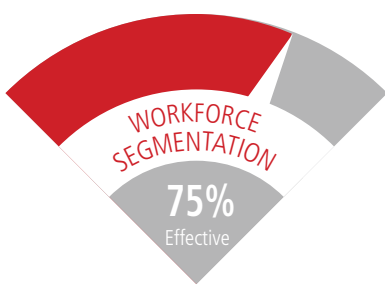
#### HR Analytics

Baseline: 48%  
Vanguard: 54%



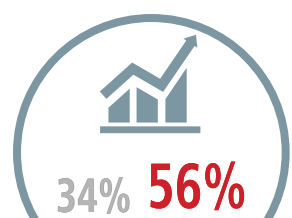
### L&D ACTS EFFECTIVELY

Vanguard organizations report the following effective actions using performance analytics:

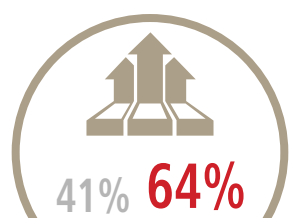


### L&D BUILDS THE BUSINESS

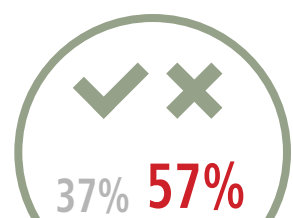
Vanguard organizations make the business case and produce business-orientated results by leveraging analytics for strategic instead of tactical purposes.



Leverage factors to increase productivity



Support employees with business-building skills



Make data-driven decisions on learning investments

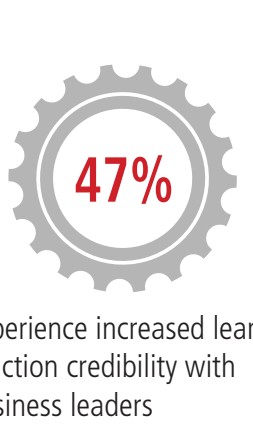


Mitigate compliance risk

■ Baseline ■ Vanguard

### L&D ACHIEVES BUSINESS OUTCOMES

From credibility to engagement, vanguard organizations experience many benefits from the performance analytics. Thanks to analytics, vanguard organizations achieve the following:



## HOW CAN YOUR ORGANIZATION BECOME PART OF THE VANGUARD?

### PERFORMANCE ANALYTICS INCREASES IMPACT

Vanguard organizations measure all key performance indicators for learning impact more often than the baseline. Top learning impact KPIs included:

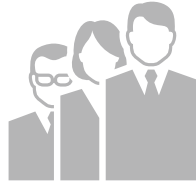
#### Employee Skills Increase

Baseline: 44%  
Vanguard: 70%



#### Employee Knowledge Increase

Baseline: 48%  
Vanguard: 73%



#### Employee Training Satisfaction

Baseline: 63%  
Vanguard: 73%



### PERFORMANCE ANALYTICS BOLSTERS BUSINESS IMPACT

Vanguard organizations measure key performance indicators for business impact at greater rates than baseline organizations.

#### Employee Satisfaction

Baseline: 43%  
Vanguard: 53%



#### Customer Satisfaction

Baseline: 38%  
Vanguard: 53%



#### Productivity Improvement

Baseline: 43%  
Vanguard: 63%



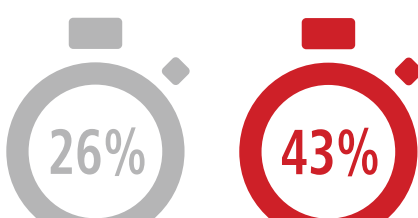
### PERFORMANCE ANALYTICS EXEMPLIFY EFFICIENCY

Vanguard organizations measure key performance efficiency KPIs an average of 8-20% higher than baseline organizations.

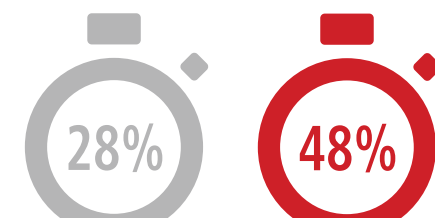
#### Training Volume



#### Time to Deploy



#### Time to Competence



■ Baseline ■ Vanguard

Vanguard organizations use performance analytics to equip employees with the skills needed to **support the business (63%)**, discover and leverage factors that **increase productivity (62%)** and inform L&D efforts on the key factors of **employee performance (49%)**.

