

**Trainning
Needs
Analysis
(TNA)**

A Technology enabled

Services Offering

from



UniTol Training Solutions Pvt. Ltd.

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Learning – The Business Imperative

In a Global survey of 700 L&D Leaders*, it was found that the top quartile of organization, investing in L&D, experienced



85%
Increase in Collaboration



71%
Increase in Managerial Effectiveness



59%
Increase in productivity



47%
Increase in Org. Problem Solving Capability



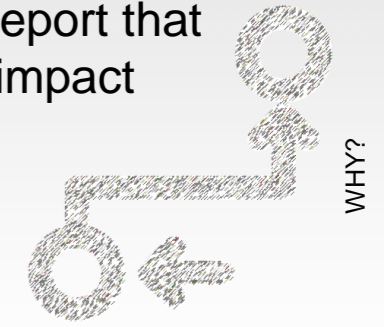
Enhancing overall organizational competitiveness and capability

*Source: <https://www.cipd.co.uk/>

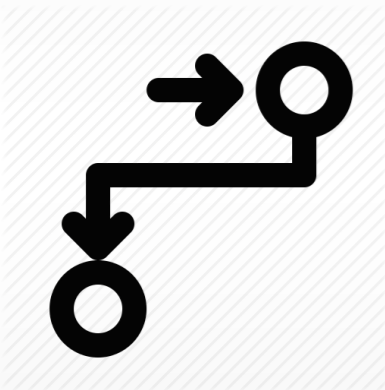
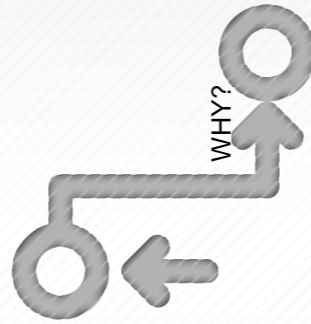
TNI and TNA – The Learning Imperative



Close to 80%* of the companies report that they are not able to get business impact from the training



Most companies execute Training Programs without proper design



Training Program undertaken without giving much thought to the org/individual need /requirements

No Structured Process for Identifying the Training Needs of the Individual and Learning Requirements of the Organizations

Consequences

Impacting the org and individual alike..



Unproductive expenses on training



Loss in Business



Lower Employee Morales



Employee Retention



Reduced Customer Satisfaction

TNI and TNA – *We Do it through PMS* *

Many Organizations fall back on Performance Management data as input for their TNI and TNA. **However, this may NOT be the best of methods to do it. The reasons**



Performance Management System (PMS)



Fact:
..think that the annual PMS process is an NOT a accurate method for assessment as well as development
Interpretation
Hence the consequence mgt of which TNA is a part would have equal lesser credence

Source:<http://www.swic.edu/selsius/blog7-27-15/>



Fact:
..feel that they are given feedback on their performance
Interpretation
Possibly equal or lesser time would have been spent on the learning and development process

ASSUMING THESE WERE NOT THE CASES,



THE T&D DIALOG IS LAST THING ON THE PMS AGENDA
THE APPRAISER AND APPRAISEE DONOT HAVE THE MENTAL AND PHYSICAL TIME TO CHART A DEVELOPMENT JOURNEY

*

T
N
I

IMPERATIVE.

T
N
A

To carry out a FOCUSED **Training Needs Identification** and prepare a detailed **Training Needs Analysis** which will help Business, Organization and Individual



TNA from UniTol Training Services



UniTol* Training Solutions – A Quick word About Us



UniTol Training Solutions is a *products, tools, platforms, and services* company serving the needs of both the Demand and Supply side of Corporate Training

* UNITOL = UNlque + TOveral

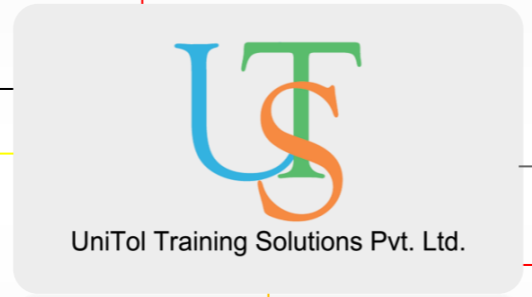
UniTol's Unfair Advantage



TEAM
The core team brings over 100 man-years of training industry experience – both from Supply and Demand,



Partnered with a number of organizations and facilitated training of over 25,000 employees



FEATURES

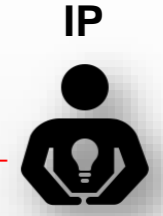


Unique and first-in-the-market features for all the stakeholders

TOTAL



UniTol provides a truly end-to-end solution to both Organizations as well as Trainers in



IP
Provisional global patent for Training Cost Optimization -

DATABASE



One of the largest database of supply side information – of trainers and training venues



Technology

Our Cloud based technology has **configurable work flows** for doing a TNA. So, depending on you need we can configure as to **whose inputs** and **in what sequence** needs to be taken for the TNA and ensure that employees can give their inputs on any accessible device

.....CANNOT BE DONE in a most ready to use tools



DB of Programs

We have a curated set of training areas **across industries, functions, managerial and leadership**. This enables you to do a detailed training needs analysis without having to worry about identifying which areas your team needs to focus upon.

...NOT AVAILABLE in Survey Tools



Service Solution

TNA from UniTol is being **offered as a SERVICE** – all you need to do is provide your organization and employee details (basic) Our team will then help you to configure, roll out and collate the information. Your team or their involvement is minimal

...NO INVESTMENT IN IT PLATFORMS, or people



In-Depth Analytics

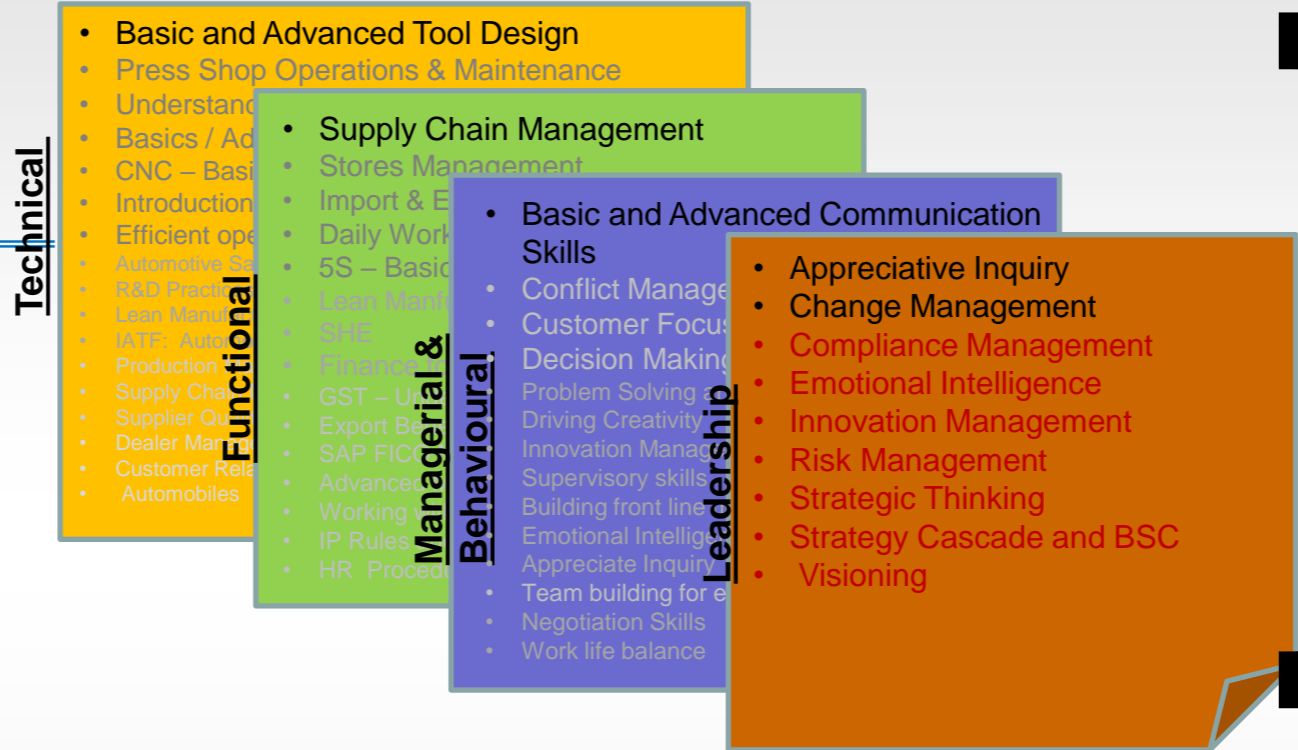
Features in our IT platform enable us to collate **TNI data in an intelligent and informed way**; thereby enabling us to present you with reports and analytics which help easy decision making

...DECISION ENABLING REPORTS ,

TNA Services from UniTol – How it Works



ABC Ltd is a Automotive Component Manufacturer



OUR TEAM helps you identify the most appropriate themes around which the TNI for the organization needs to be done.



UTS monitors and provides the required support to all constituents



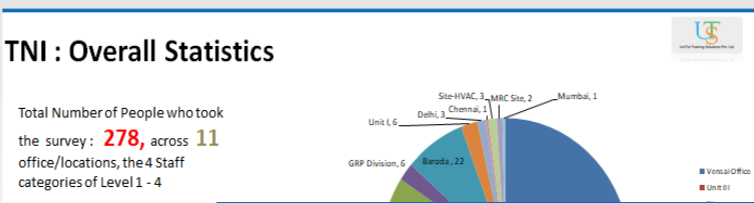
Employee, Managers, and the HR provide their inputs on app. accessible devices



Work flows are configured based on ABC needs. Eg. Does the Manager fist give his team needs or doe the team give the needs which are ratified by the manager or only the manager determines the teams training needs etc.

PROCESS OUTCOMES

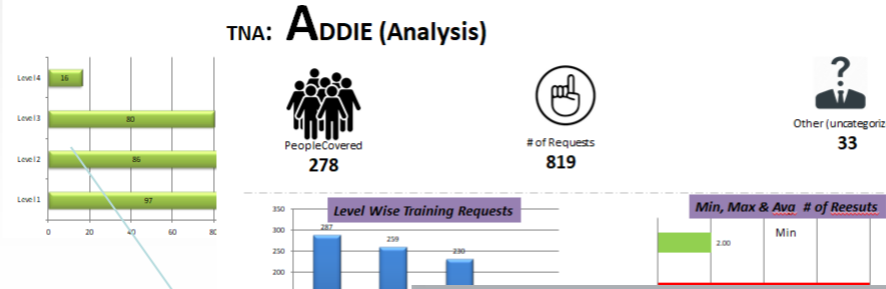
Outcome of the TNI – Data to Information



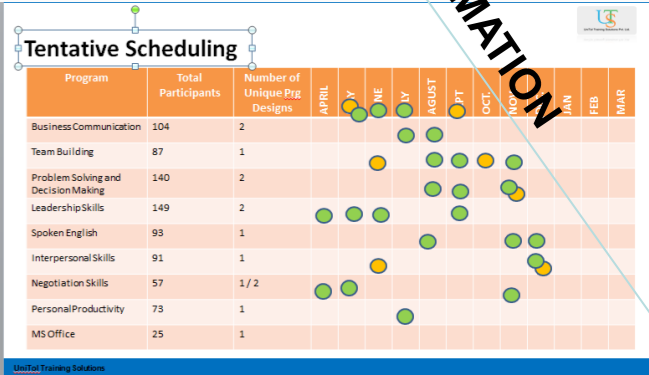
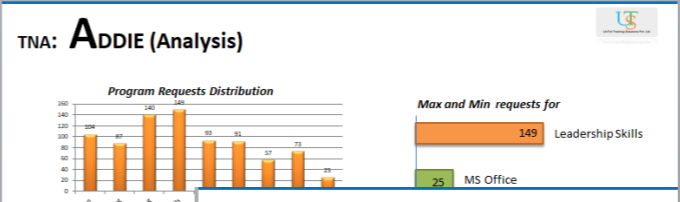
TNA: ADDIE (Analysis)

Program	Total Participants	Number of Unique Prg Designs	Number of Batches	Remarks
Business Communication	104	2	4 or 5	We will have L1+L2 in one group and L3+L4 in one group
Team Building	87	1	3 or 4	We will have only program design covering all the 4 groups
Problem Solving and Decision Making	140	2	7 or 8	We will have L1+L2 in one group and L3+L4 in one group
Leadership Skills	149	2	7 or 8	We will have L1+L2 in one group and L3+L4 in one group
Spoken English	93	1		There may be a need to do this a 'spread out' interventions over multiple days
Interpersonal Skills	91	1	4	We will have only program design covering all the 4 groups
Negotiation Skills	57	1/2	2 or 3	This we will do it based on the function
Personal Productivity	73	1	3	We will have only program design covering all the 4 groups
MS Office	25	1	1	Most probably the design will cover aspects of XLS

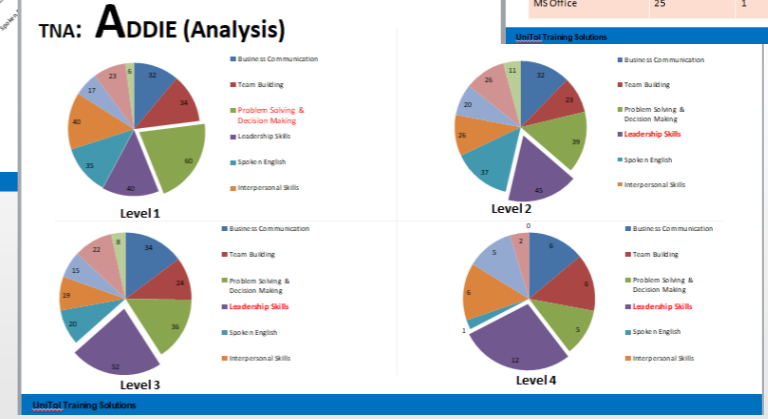
Leveraging on our IT platform, our team will help you collate and present the TNI data in a manner which will help you to immediately actionize on the same



DATA



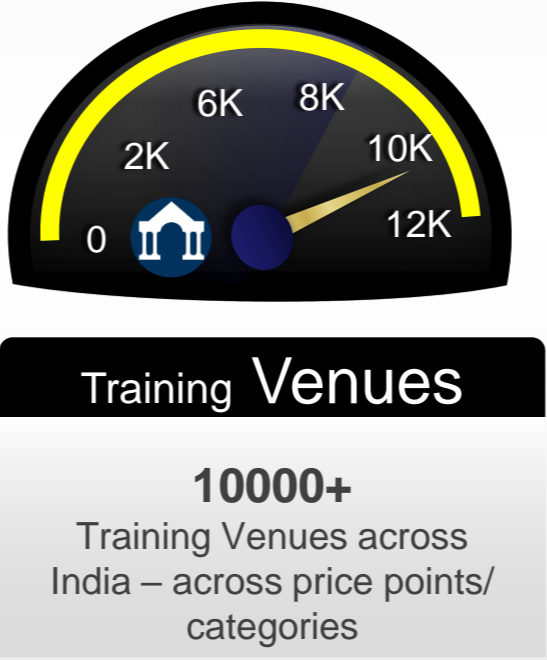
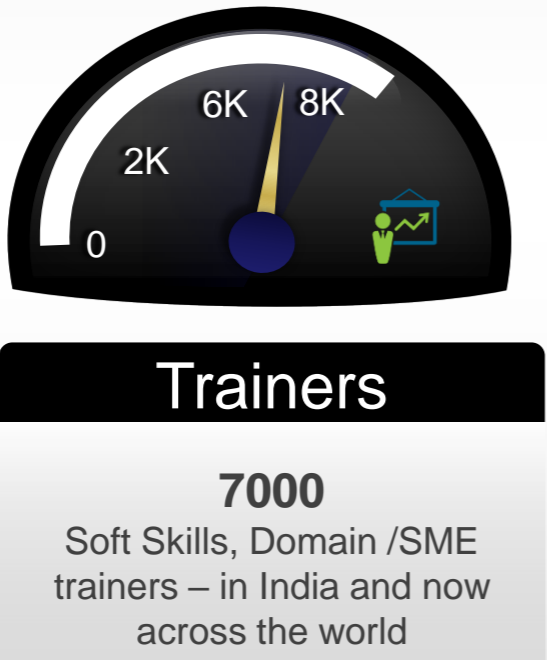
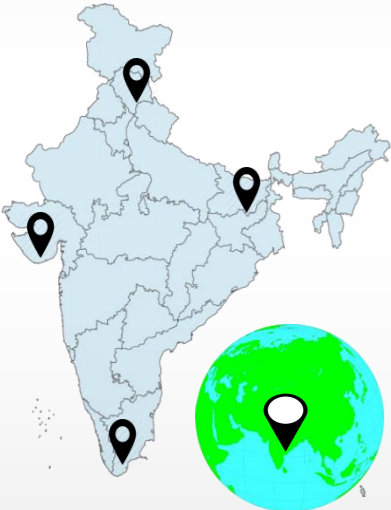
INFORMATION



Beyond the Report

UniTol, is a comprehensive Solutions Provider in the Training Space. After you TNA, we could partner with you to effectively ensure the successful roll out of the same

We provide you with complete TRAINING PROGRAM DESIGN + TRAINER IDENTIFICATION + TRAINING VENUE SELECTION so that your team doesnot have to invest its time and efforts to ensure successful delivery of your training needs



WE HAVE WORKED WITH SMALL, MEDIUM AND LARGE ORGNIZATIONS IN HELPING THEM WITH THEIR TRAINING

Our Privilege to be associated with



Thank You....

For

Learning
& Development



Requirement

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