

An Impact Study of HPLJ

(High Performance Learning Journeys®)

Impact Study

During 2017 the Brinkerhoff Evaluation Institute (BEI) conducted a Success Case Study to assess different aspects of the learning to performance process when using High Performance Learning Journey ® approach in programs, closely monitoring; application of learning, business impact, manager engagement, accountability and other aspects needed to create desired results.

BEI helps organizations achieve their objectives faster by conducting thorough, yet practical, evaluations.

Read more about BEI at
<http://www.brinkerhoffevaluationinstitute.com/>

The Scope

7 different organizations from 7 different industries



Production



Aviation



Factory



Health care



Construction



Automotive



Banking

- Leadership training programs with a High Performance Learning Journey ® design
- 3-4 Instructor Led Training modules, stretched out in time for 6-12 months
- 616 participants with 441 coaches

Key Findings



- Exceptionally high degree of transfer from learning to performance
- Sustainable behaviors 3-6 months after training programs end
- High levels of participant engagement
- High levels of accountability
- HPLJ drives the learning to performance culture

The Challenge:

Normal distribution of learning transfer to performance
for traditional training programs



On average only 1 out of 6 participants
deliver business value following a training

Business impact

Average for 7 organizations.

Research shows that training programs with HPLJ helps to increase performance substantially.



Low Impact



Moderate Impact



High Impact



Impact = a participant has taken new actions that has led to a significant shift in at least one KPI that the program aims to improve. Delivering desired results.

Sustained impact

How long lasting is the performance improvement with HPLJ?



Research shows that training programs with HPLJ creates a longer lasting impact effect.

Engagement and Accountability

Engagement and accountability drives business impact from training programs.

Normally management involvement is the key driver for these areas.

Compared to other programs designed as Learning Journeys (like blended learning solutions), these High Performance Learning Journey programs score really high on engagement and accountability.

With an HPLJ approach

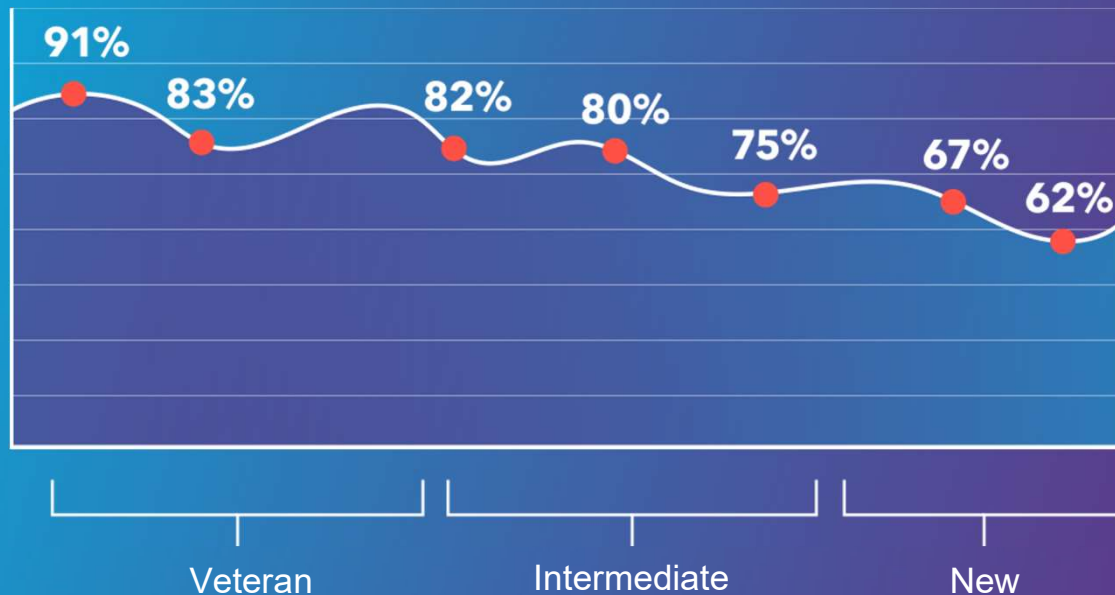


Felt **very** accountable for applying their learning



Were **highly** motivated to apply their learning

HPLJ drives a learning to performance culture



A consistently high level of impact being achieved.

The longer you use HPLJ, the higher the business impact achieved.

Veteran = used HPLJ for many years and on multiple types of programs

Intermediate = used HPLJ for several years but limited types of programs

New = new user, one type of program.

● = Measured business impact for each organization