



Measuring Post Program Impact



Industry

Manufacturing



Need

- Measuring Post Programme Impact.
- Total of 15 programs organized.



Objectives

- Assess the participants' application of learning's on the job.
- Recommend any changes required to enhance the programs.



Methodology

Step 1

Participant Information & Program Identification



Step 2

Questionnaire creation & circulation

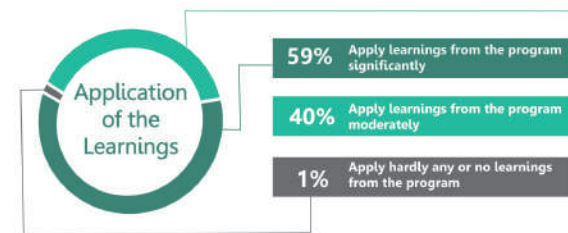


Step 3

Conducting Interviews



Impact of the Program



Participants have enhanced their functioning in many areas such as:

- Interacting with customers
- Internal and external communication
- Setting focused goals not only for themselves but also their juniors
- Giving effective feedback
- Handling conflicts more effectively
- Identify the root cause of problems
- Managing their time and workload more effectively
- Balanced knowledge sharing program

Direct Impact



Problem Solving Program



Improved communication and proper problem identification thus reducing the process of design notification from **80** in a month to only **6 to 7** in a month. The manager was happy with this improvement.



Workload Management

Reduced lead time by nearly **20% - 25%**. A behavioural change in subordinates and colleagues. Proper work prioritization, focus and clarity in the entire team and department.

Indirect Impact



- **Enhanced Interpersonal Skills** have enabled in speaking in larger forums and writing shorter, crisper emails
- **Efficient Workload Management** for proper vendor management
- **Improved Team dynamics helped handle** issues of low productivity
- **Proper Time Management** for effective work prioritization
- **Coaching and Mentoring** tools come handy to set clear expectations from an individual
- **Clear identification of objectives and guidance** on achieving those have helped the junior progress at work

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