

Measuring Program Effectiveness

Establish program objectives from the start in order to accurately measure success throughout the program. Personal knowledge checks on important skills are necessary, but it's also important to collect feedback from the employees the new managers are leading.

HOW OFTEN SHOULD YOU MEASURE PROGRAM SUCCESS?

Integrate structured evaluations at the 6-month and 12-month mark to measure progress. Use BoosterLearn as a continuous knowledge check and learning reinforcement tool. Conduct a capstone project at the end of the program for a comprehensive knowledge check.

Assign a final exam project that requires program participants to create their own short training video on a top competency they have learned from the curriculum.

Upload the Final Exam Project Idea into the learning portal. This is a fun way to have learners regurgitate information, practice presentation skills, and get familiar with the BizLibrary custom content feature for future training. Alternatively, use a video assessment for a comprehensive knowledge check on the program curriculum.



BENEFITS

Regular evaluations help keep an accurate pulse on performance. Feedback from mentors, leadership, and peers provides different perspectives and actionable feedback. Regular BoosterLearn knowledge checks to improve learning retention for new skills and topics.

EMPLOYEE ENGAGEMENT QUESTIONNAIRE EXAMPLE QUESTIONS:

Conduct an employee engagement survey to measure employee satisfaction and engagement of team members in your new manager/leader's department. A simple way to survey employees and gather responses is to use the BizQuiz feature on the BizLibrary platform.

- 1 Do you understand what's expected of you in your job role?
- 2 My direct manager has a good level of transparency with the team.
- 3 Do you feel like the work you do is important?
- 4 Recently, have you received recognition for doing good work?
- 5 My manager is a great role model for employees.
- 6 I have access to learning and development opportunities.