



We Help Services Organizations
Get Better At What They Do

The Challenge

Skills development is a vital element of a healthy services organization. Today's ever-changing technology industry requires organizations to take a holistic approach to learning and development in order to prepare resources to be successful. Organizations that excel in skills development begin the process with a learning needs assessment to drive holistic training curriculums and plans that address on-going needs of resources, rather than pursuing one-time training events.

The Solution

RTM Consulting has a proven approach to pinpointing your needs so you can ensure the best outcomes when it comes to training curriculums and skills development. A learning needs assessment will help you better focus your training investment, improve usable skills post training, and create more predictable outcomes to training.

RTMC consultants are previous industry practitioners who bring an experience-based and practical hands-on approach to problem identification and transformation leading to real results.

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Learning Needs Assessments

Our mission is to help consulting, professional, and support services organizations get better at what they do

Who We Are

RTM Consulting provides strategic and operational advisory services to technology companies and other industries to assist them in increasing revenues and growing margins by leveraging consulting, professional and support services more effectively.

Learning Needs Assessments – Our Approach

A skilled RTMC consultant works with your team to understand your situation and define an approach to conducting a learning needs assessment. Due to the individualized nature of the assessments, these are typically conducted as time and materials consulting projects. This process includes:

- ▶ Collecting and documenting current capabilities by skills testing or surveys, interviews, job observations, employee feedback from supervisors, and self-assessments
- ▶ Understanding from management, and others, current and future skills needs of the organization
- ▶ Mapping skills needs to existing capabilities to create a skills gap analysis
- ▶ Documenting current and future requirements as input to curriculum and skills development planning
- ▶ Developing an ongoing continuous process for skills planning

Learning Needs Assessments – Objectives

- ▶ Define and document current skills and competencies of existing personnel
- ▶ Understand and document current and future skills needs
- ▶ Create skills roadmaps and curriculum requirements for ongoing learning and development
- ▶ Move from event style planning for skills development to a continuous process approach