

Tailored Training™

Learning Systems

We specialize in designing custom training and development programs that integrate with existing programs, feedback instruments and models.

Training Linked To Competencies –

A competency model is developed for the target position. (May not apply to all situations.)

- PERFORMANCE GUARANTEE – ROI in 90 days or fees refunded.
- Top quality training materials professionally designed and integrated with materials and models currently used by your organization. Programs complement and build on what has already been done.
- Training materials are produced to meet your specifications, not ours. Materials can look as though they were created by you – with your logo, typeface, etc.
- We have done programs in the following subject areas:
 - Business Literacy
 - Career Planning
 - Change Management
 - Coaching
 - Consulting
 - Creativity
 - Customer Service
 - Empowerment
 - Executive Development
 - Leadership
 - Management
 - Performance Management
 - Problem Solving
 - Quality Improvement
 - Selling
 - Service Quality
 - Strategy
 - Supervision
 - Team Development
 - Technical Training

Planning And Needs Assessment

- Each project begins with an assessment of your needs to determine the nature of your performance problem and possible solutions to the problem. Will training solve the problem or is another solution appropriate? In many situations this question has already been answered by an internal training staff. If it has, we go to the next step. If a more thorough needs assessment must be done at this stage, we would jointly develop a plan and Merit would provide an estimate.
- Since we provide a performance guarantee, it is necessary to clearly identify expected learning outcomes and determine how the results of the training will be measured. Ninety days after the first regular training session (not the pilot), how will we determine that the money invested in the training was returned to the company in terms of quantifiable results? In other words, how do we determine a ROI for the training?
- We identify the target population, review the process for creating a competency model for the target position, and schedule dates for the model building session.

Performance Guarantee

We guarantee that our training will produce measurable results that will exceed the investment you make in the development and delivery of the training, as measured 90 days after the first regular training session (not the pilot). This requires that quantifiable results are determined upon initiation of the project. Since achieving results is a joint responsibility, it also requires that learners carry out the action plans that are developed in the training session. These action plans include a commitment to use the newly acquired competencies on the job.

Investment Guideline

This is an example of our pricing structure. Contact us for specific quotes.

- Planning and AssessmentTBD
 - Competency Model DevelopmentTBD
(per position)
 - Training Materials –
(per 4-hour block, per participant)
Limited license to use for specified
number of learners. All materials
provided by Workitect.
 - First 250TBD
 - 251-1000.....TBD
 - 1001-2000.....TBD
 - 2001 +TBD
- Unlimited License – Two and three
year licenses are available that
include unlimited number of
learners to be trained and rights
to reproduce materials.
- Onsite Training By Workitect
(per 4-hour block, class ofTBD
15 participants)
 - Facilitator Certification – includes
Facilitator Guide (per person).....TBD

Design of new program

(per 4-hour block) EstimateTBD
Includes one pilot and one
round of revisions.

- Video Production or Customization
(per tape minute) EstimateTBD
Design and production of
stand-alone participant workbook
and facilitator guide. (per tape minute)....TBD

The Basics

- Fees are for a license to use the materials within the organization, as specified. Workitect retains the copyright. Two and three year unlimited licenses that permit copying of the materials are available for most of our programs.
- Projects paid for in advance receive a 10% discount off the total project cost.
- Travel expenses are in addition to the fees shown and are billed at the end of the month in which the expense occurs.
- Billing is as follows: one-third upon initiation of project, one-third in thirty days and the balance upon completion of pilot or video. Materials under limited license are billed when shipped.
- A shipping and handling charge is added to some products as specified, unless prepaid.