

KnowledgeAdvisors Presents Next Step Toward Uniform Talent Development Reporting

CHICAGO, Ill., July 6, 2011 (SEND2PRESS NEWSWIRE) – [KnowledgeAdvisors](#), a provider of learning measurement software that improves the effectiveness and business impact of learning, today announced the release of its new white paper, “Standard Definitions and Agreed Measurements: A Common Language for Consistent, Clear and Uniform Talent Development Reporting,” available for immediate complimentary download.

The paper is the second in a series that presents the guidelines developed by some of the nation’s most influential leaders in learning and development analytics to create a comprehensive, uniform and consistent method for reporting talent development measurements.

The council, which includes five of the seven Chief Learning Officers of the Year as recognized by Chief Learning Officer magazine, adopted its groundbreaking Talent Development Reporting Principles (TDRP) earlier this year.

In its new paper, KnowledgeAdvisors offers insight into the TDRP’s second recommendation: Adopt standard definitions and measures.

“The language around talent development is more like a Tower of Babel than a cohesive system for defining and measuring metrics to provide consistent, clear and uniform reporting to leadership,” says the introduction to [“Standard Definitions and Agreed Measurements: A Common Language for Consistent, Clear and Uniform Talent Development Reporting.”](#)

Before it can reach a level of powerful and effective reporting – parallel to an organization’s financial reports – talent development professionals must have consistent, common answers to some very frequent but crucial questions:

– How should talent development and learning measures be defined and calculated?

– Which measurements should always be used?

– Which ones are recommended and in what circumstances?

– What are the definitions of commonly used terms?

– What are the categories for reporting?

– Which categories are comparable across organizations?

“Standard Definitions and Agreed Measurements: A Common Language for Consistent, Clear and Uniform Talent Development Reporting” answers those questions. [Download this important paper now](#) to learn the recommended guidelines for:

* Defining categories of learning, Industries and organization size.

* Measuring talent development volume, ratios and costs.

* Establishing effectiveness measures (Kirkpatrick/Phillips Levels 1-3).

* Developing business outcome measures and linking learning to business outcomes.

Inspired by the Generally Accepted Accounting Principles (GAAP) used by the accounting profession in the United States since 1973, TDRP outlined four first-phase recommendations on which to build a basic and consistent reporting framework for learning and development:

1. Adopt a set of seven guiding principles
2. Adopt standard definitions and measures
3. Adopt three reporting statements
4. Adopt three executive reports.

The first paper in the series, "Talent Development Reporting Principles: Proving Value with Consistent, Clear and Uniform Reports," provided insight into the first recommendation and outlines the seven guiding principles. It is available for complimentary download now.

Following papers will expand on the last two recommendations to be adopted, with explanations and examples.

To learn more about the agreed definitions and measurements to ensure that talent development officers deliver consistent, quantifiable and meaningful metrics to executives, download the complimentary KnowledgeAdvisors white paper, "Standard Definitions and Agreed Measurements: A Common Language for Consistent, Clear and Uniform Talent Development Reporting."

About KnowledgeAdvisors:

For organizations that utilize learning and development to drive business outcomes, KnowledgeAdvisors offers learning measurement software that improves the effectiveness and business impact of learning. Unlike the standard reporting and dashboard features included in most learning and talent management software, we combine data from multiple enterprise systems with information collected through evaluations and assessments to paint a complete picture of learning and business performance. KnowledgeAdvisors can even benchmark your learning programs against other organizations. Headquartered in Chicago and on the web at KnowledgeAdvisors.com .

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