An analysis document (1/4)
Include questions you'd ask to determine if training is the right solution

Any training is dependent on 3 things:

-Business environment

-Internal environment

-Individual competency

To understand the **business environment** the questions would be:

-Has customer expectations changed

-Insights on business model

Please note that the above questions are out of many questions one would ask.

Include questions you'd ask to determine if training is the right solution

To understand the **internal environment**, the questions would be:

-Have the employees been receiving timely, relevant, constructive, accurate and specific feedback about their performance.

-Are non – training options like job redesigning, transferring employees or incentives expensive.

-Are there any other interfering feature of work environment with training.

-Is the problem related to a lack of knowledge or skills, or is it related to motivation, attitude, or other factors?

Please note that the above questions are out of many questions one would ask.

An analysis document (3/4)
Include questions you'd ask to determine if training is the right solution

To understand the **individual competency**, the questions would be:

-Who is the target audience for the training? What are their current skills and knowledge levels?

-Is the problem related to a lack of knowledge or skills, or is it related to motivation, attitude, or other factors?

-Can you provide details about the current situation or performance gap?

An analysis document (4/4)
Include questions you'd ask to determine if training is the right solution

Miscellaneous

- Will training fit within the allocated budget?

- Have you considered the potential risks and challenges associated with training as a solution?

- How will you ensure the training is engaging, effective, and sustainable over time?

The questions in the previous slides can be used to understand the performance gaps and their causes.

An instructional designer would then choose the best intervention required.

The interventions could be training, culture or process/ strategy related.

Please note that the above questions are out of many questions one would ask.

Learning objectives
What is the participant expected to know, do or feel as an outcome

Project brief:

Modality - VILT

The training program is made for new hires who have recently joined the sales team.

We want to accustom them to the core priorities of the business.

Objectives:

- Describe core priorities

- Understanding how to achieve core priorities

Mockup based on training modality
(e.g. e-learning = slide(s) sample of page/activity tied to an objective; ILT = sample of an FG page and PPT slide
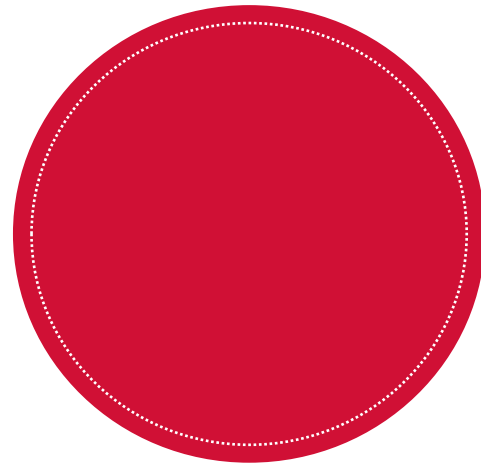
As in the following slides.

Only 1 objective was covered for this assignment.

Welcome to Core Priorities

Onboarding team

Who is here today?

Facilitator

And you!

Make sure you are set up for success

Turn on live captions in your meeting controls

If you don't see Teams Chat, log out and rejoin the meeting
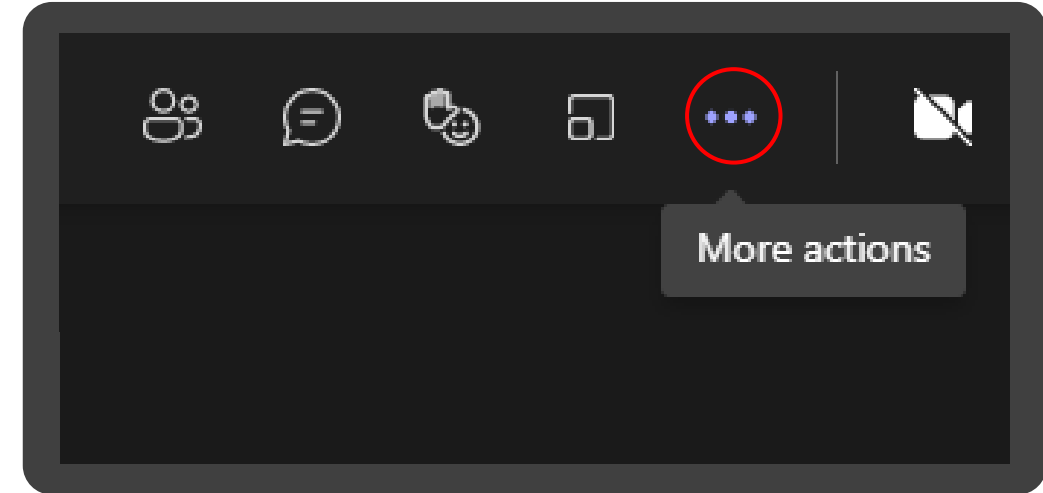
Access for all

To turn on
live captions

1 Go to the meeting controls and
   select More actions ...

2 Select Turn on live captions

To enable
language
translation

1 In the meeting chat, select the
   Microsoft Translator link

2 Enter your name and choose
   your preferred language

3 The translated conversation will
   display in a separate window

Today's Agenda

Describe Core Priorities

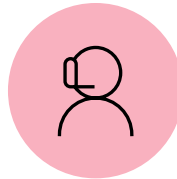Understand how to achieve core priorities
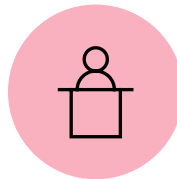
While We're Together...

Engage and actively participate

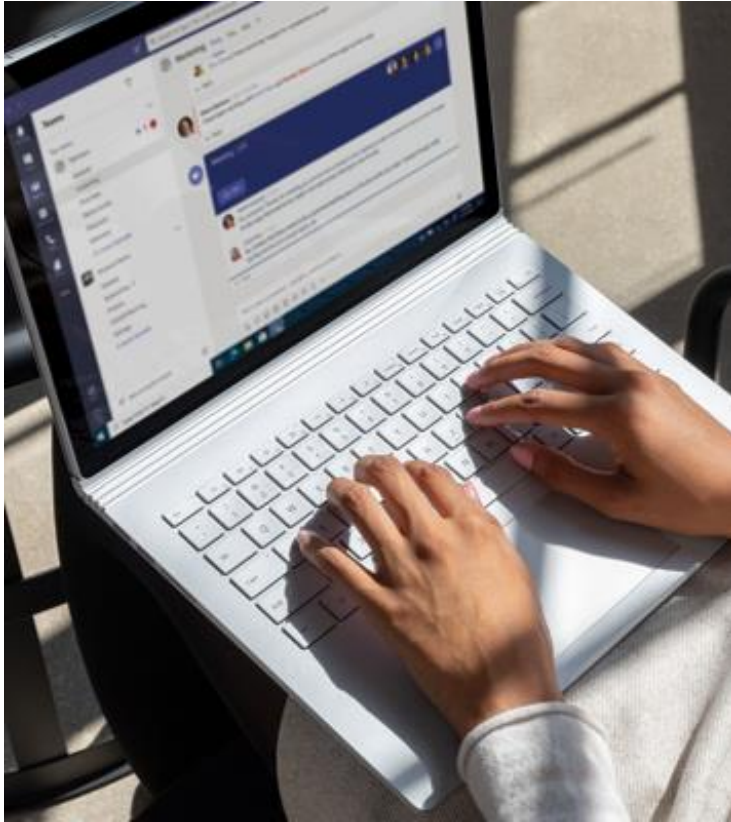**Ask** questions & **Share** your experiences!

Respect those who have opinions, cultures, and points of view that differ from yours

Minimize distractions

What are Core Priorities?

👉 Role specific accountabilities

👉 Impact teams, businesses and customer

👉 More than just deliverables

👉 Long-term and role specific

Meet your Core Priorities

Customer advantage: Accelerate consumption of solutions and support

Customer experience: Deliver an easy and connected customer experience

Customer reliance: Build trust through customer centricity

Evaluation strategy
How will you determine training solution was effective?

- Learner's feedback

- Pre and post training evaluations

- On-Job- training

Learning objectives
What is the participant expected to know, do or feel as an outcome

Project brief:

Modality – E-learning

We will train the new hires on the basics of mortgage loan.

Objectives:

- Understand the meaning of mortgage loan
- Describe uses, purpose, and variants of mortgage loan

Mockup based on training modality
(e.g. e-learning = slide(s) sample of page/activity tied to an objective;
ILT = sample of an FG page and PPT slide

As in the following slides.

BASICS OF MORTGAGE LOAN

Start

Click the Start button to begin.

Hi there! Welcome to the course on Mortgage loan.
I'm Natasha, a Senior Executive with Goldman Sachs,
and
I will be taking you through this learning program.

Purpose of
Mortgage Loan

Variants of
Mortgage Loan

Meaning of
Mortgage Loan

Uses of Mortgage Loan

Sanjana is one of our executives and today, she is approached by a customer who is looking for a *loan*.

Let's take a look at the conversation between them.

Mortgage Loan | Meaning of Mortgage Loan

Sanjana is right. Here is some more information about mortgage loan.

Mortgage Loan | Meaning of Mortgage Loan

Mortgage loan is a loan used either to raise funds to buy immovable property, or by existing owners of property to raise funds for personal and business requirement while putting the property on mortgage with the lender. This is Home Loan and Loan Against Property.

Property in mortgage loan (HL and LAP) act as a Primary security.

Necessary ingredients of mortgage

Transfer of interest in specific immovable property

Transfer is for the purpose of securing the payment of money advanced or to be advanced by way of loan

It may be existing or a future debt

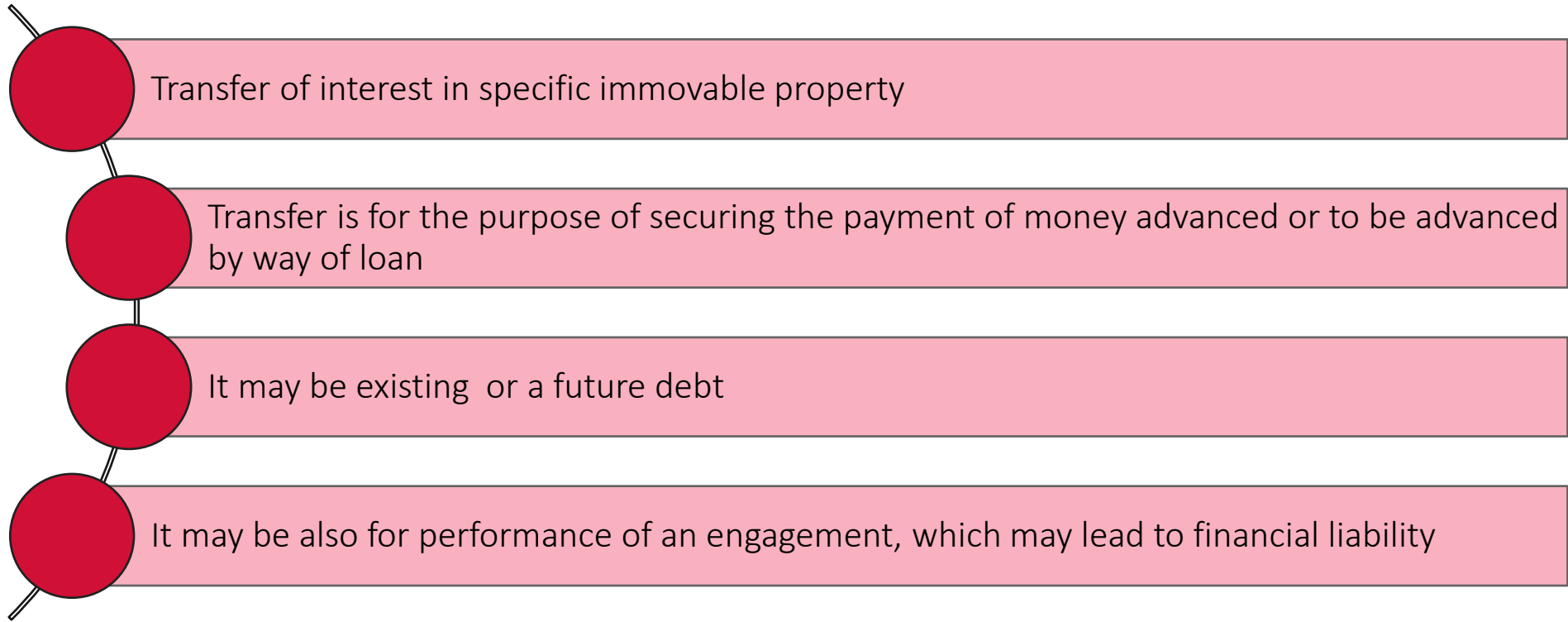It may be also for performance of an engagement, which may lead to financial liability

Mortgage Loan | Meaning of Mortgage Loan

Mortgage loan is a loan used either to raise funds to buy immovable property, or by existing owners of property to raise funds for personal and business requirement while putting the property on mortgage with the lender. This is Home Loan and Loan Against Property.

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Click each tab for more information.

Home Loan

Loan Against Property

Mortgage Loan | Meaning of Mortgage Loan

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Property in mortgage loan (HL and LAP) act as a Primary security.

Click each tab for more information.

Home Loan

Loan granted for the purpose of:
- Construction/ repairs/up gradation of a house
- Acquisition of land and house or purchase of land and construction of house thereon

Loan Against Property

Mortgage Loan | Meaning of Mortgage Loan

Mortgage loan is a loan used either to raise funds to buy immovable property, or by existing owners of property to raise funds for personal and business requirement while putting the property on mortgage with the lender. This is Home Loan and Loan Against Property.

Property in mortgage loan (HL and LAP) act as a Primary security.

Click each tab for more information.

Home Loan

Loan Against Property

- Includes only those loans given with the property as the primary collateral
- Loans where Property acts as a secondary collateral are not LAP Loans

Evaluation strategy
How will you determine training solution was effective?

- Learner's feedback

- Formative and summative evaluations