

## Case Study: Increasing Transference From Training to Execution

**Company: Semiconductor Industry**

**Focus: Improved Post Training Integration Results**

---

### The Challenge

A large corporation in the semiconductor industry was interested in adding new skill areas to its online management training modular system. *“The online platform is perfect for our busy managers. They get an opportunity to study during travel and access needed training remotely. Currently courses are getting excellent scores for being informative and applicable but we are seeing relatively low scores in post evaluations around integrating new skills into the workplace. We aim to focus on three areas: Effective Listening, Influence and Power and Workload Management.”*

### The Solution

Using KCI’s Solution Assessment™ process, the specific Key Strategies (highly effective emotional and cognitive response patterns) needed were identified. Courses were then modified using the existing models and content already used by the client in combination with new brain science based learning models.

The Key Strategies needed in order to acquire specific skills were identified, in the context of the specific organization, increasing the acquisition of all skills taught online.

### The Results

The goal was to achieve over 60% transference from training to execution. Post evaluations of courses after the new design revealed all courses were rated higher in the area of integration into the workplace than the defined criteria for success.

*“The problem with most training is that it provides many different generalized skills. This process gave us exactly what we wanted and more, an easily accessible system that was tailored to a single skill each manager needed in order to improve and then a simple process to follow in order to make it stick. Thanks to the power of the science behind this process the acquisition rate of our workshops has doubled in the last six months.”*