

Learning program evaluation

YakTrak modernises the trusted Kirkpatrick model and incorporates evaluation as part of the learning, rather than as an 'extra' that provides no value to the participant.

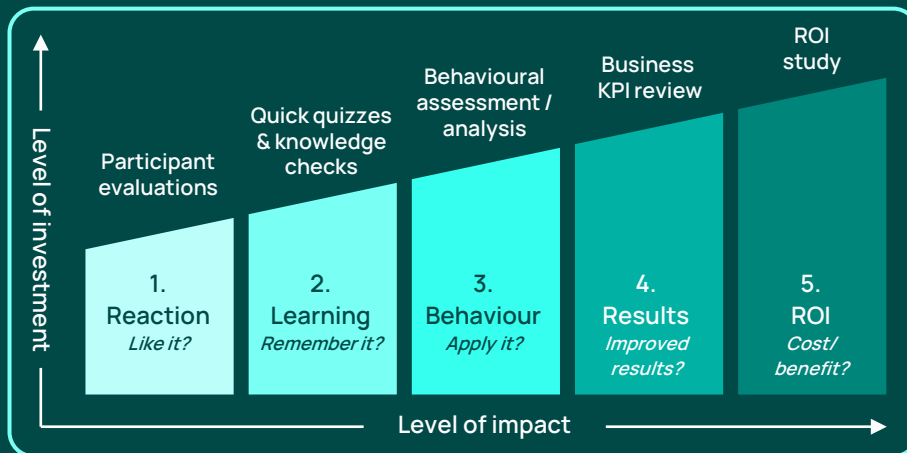
This ensures our learning initiatives have real impact: meeting business objectives, yielding measurable returns, engaging participants, and driving data-driven enhancements.

Our evaluation gives clear evidence of what's landing, what's being applied on the job, and what's shifting business outcomes, so programs can be improved in real time and tied to measurable performance impact.

Our approach

1. **Experience:** did participants value the learning?
2. **Learning:** what was retained and understood?
3. **Application:** how has it been applied on the job?
4. **Outcomes:** what real-world results changed? (performance, customer, risk, etc.)
5. **Return:** in what ways can we quantify ROI?
6. **Improve:** how can we use the data to refine the program as needs evolve?

EVALUATING LEARNING



Assessment & surveys

YakTrak will implement learning impact and organisational culture surveys as part of any learning program to aid evaluation. These can be 'off the shelf' or completely bespoke to your program and objectives. For example:

- Change readiness self-assessments
- 'Pulse' surveys throughout learning journey
- Case studies by participants
- Post-pre-assessments of learning

