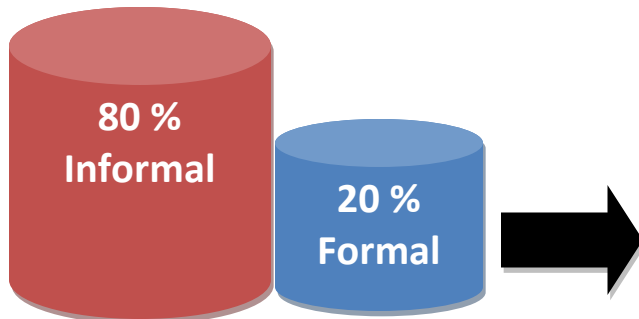


SKILLTREE

Training & Documentation

Identify the Formal Skill Gap



Formal learning works for 20% of learning needs, while informal learning handles the other 80%. As an information and knowledge management (I&KM) pro, the time is right to harness informal learning approaches like targeted job-related content, internal YouTube-type video clips, and employee-generated wikis...learning approaches of BT (formerly British Telecom), Intel, and Nike and describes how these innovative firms have made informal learning part of their learning programs. ~ Get Serious About Informal Learning, By Claire Schooley – Forrester Research

BLEND

EMPLOYEE/LEADER IMPACT:

- Knows what and how to impact the business
 - Knows the “Who, What, and How” of management support
 - Has metrics they helped create, drive, and succeed on
 - Has confirmation their work is valued beyond their supervisor
 - Is treated like an individual contributor/leader
 - Operates in the same context as their leaders
 - Feels empowered and aligned
 - Knows they are valued and belong
- Employees or leaders engaged in a blended learning approach (80%/20%) will grow, be retained, and add value.

Incorporate Informal Learning



Leverage social media to help blend, communicate, engage, and connect learners

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