



Case Studies

Subject Matter Expert as Trainer

Client's Business Need

Our client was in the midst of implementing a number of business process changes, such as new software applications, updated policies and procedures, and a new approach to client communication. Desiring to contain costs they decided to leverage their subject matter experts to develop and deliver training and so they requested a primer on instructional design.

Our Learning Solution

After interviewing a sample of subject matter experts who were part of the target audience, EnVision customized its subject matter expert *mini-conference* and delivered it to two groups.

The half-day mini-conference covered the following topics:

- Learning styles
- Design factors and considerations
- Learning objectives
- Tips for creating supporting documents and job aids
- Activity ideas

Improved Employee Performance

The client reported improved ability and confidence of subject matter experts as they prepared to roll out their respective business process changes.

Client's Business Need

Having developed and delivered training for their clients on a number of technical topics, our client—a consulting firm specializing in technical content expertise—recognized the need to streamline the training and to make it more engaging and effective.

Our Learning Solution

EnVision conducted its *course audit* for each of three courses. Based on our proprietary 85-point checklist, we provided a report that detailed course strengths and specific, page-by-page suggestions to enhance the courses.

Improved Employee Performance

The client chose to implement the recommended changes and reported being very pleased with the results of the updated courses.

Related Services

EnVision offers a suite of services in support of the subject matter expert as trainer. In addition to the mini-conference and course audit, the suite includes:

- BRIDGE™ Solution - supports content experts in *building rapid instructional design* guided by EnVision's experts
- Presentation and facilitation skills coaching
- Train-the-trainer workshops
- Making learning stick - practical implementation enhancements to ensure learning continues and is supported on the job

Your Business Needs. Our Learning Solutions. Improved Employee Performance.™