

SpeACs

SpeACs is a personal effectiveness program that I conducted for an organization as a part of corporate training. I had begun on 26th April 2014 – where the delivery content was customized post completion of a pre-training online assessment after discussions with the stake holders.

3850 training man-hours at the facility - three days/week & four hours/day exclusive of public holidays or days determined by the management. This was done with a buy-in of the trainees, training co-coordinator and the facilitator. The attendance and daily performance of the team was maintained in both a soft copy.

The course which ensured Return on Investment incorporated segregation of the batch into smaller teams to ensure participation and healthy competition which was a motivating factor to perform and learn. It reiterated the fact that the training room was a safe environment where everyone could learn from their mistakes and move to perfection in the corporate arena. Later the batch was divided into focus groups to accelerate learning. Throughout the delivery - situated learning, delivery through role-play, video, audio discussions, quick handy references, a training manual & reinforcement was used to build competencies in Business English.

The assessments were conducted included Instructor-led/ directed methods/ self and peer assessments. Assessments where-ever possible were conducted using virtual methods to ensure a green environment.

As a part of the reinforcement a self paced course is still in progress. 2600 worksheets have emailed to the trainees and 2154 worksheets have been returned. The scores are being shared individually on a real time basis.

An Evaluation based certification will be conducted in the third week of December 2014 and a few classroom sessions may be provided on request, a 360 degree feedback and a trainer evaluation session will also be conducted.

The accreditation ceremony will be held inclusive of the individual detailed scoreboard and pen profile to be shared with each trainee and submitted to the HR and stake holders.