

Personalized Learning Program

Development managers in the device software industry report that traditional technology training isn't delivering the results they need. The standard approach ignores the fact that not all developers have the same baseline knowledge. Device software developers bring different information, capabilities, and work requirements to each project. Every developer has particular needs that must be filled to ensure effective work with your device software or development tool.

To optimize the return on investment that motivated your decision to purchase new device software technology, you must address the unique work and education requirements of each user—you need individually tailored learning plans. The Wind River Personalized Learning Program is a systematic approach to delivering the best possible education to all developers, so they can perform their jobs effectively at just the right time.

The Program

Step 1: Define

We begin the process by profiling your development team, defining project roles, and mapping your users to their appropriate roles. Next, we set the baseline of each team member's skills and capabilities, then compare them to specific work requirements to identify role-based skill gaps.

Step 2: Develop

We create tailored, role-based development plans to fill the gaps identified in Step 1 for each user.

Step 3: Deliver

Each user receives a personalized development plan. The Wind River Education Services needed to realize that plan are delivered at your site in a model that blends instructor-led, one-on-one, and Web-based sessions via a team of experts. To maintain productivity, the Wind River Personalized Learning Program is delivered in small learning events over time.

Step 4: Document

To document improvements delivered by the Personalized Learning Program, Wind River measures each participant's acquired knowledge against his or her established baseline. We also report on progress made toward other critical success factors for the program you have defined.

Program Benefits

A Wind River Personalized Learning Program goes beyond standard training to solve real-world challenges that device software development teams face.

A Personalized Learning Program can:

- Increase productivity up to 20 percent in just a few weeks
- Improve efficiencies with Wind River tools and device software development processes
- Enhance product quality and ensure first-pass success
- Drive data integrity, quality, and reuse
- Enable collaboration between your geographically dispersed design teams, partners, and customers
- Optimize return on investment in Wind River technology
- Assure greater adoption of new technologies by users
- Support corporate initiatives, including:
 - CMMI
 - Six Sigma
 - Standardization
 - Competency models
 - Employee retention
 - Discovery, deployment, and optimized use of "shelfware" (owned but unused tools)

First Step: Pilot Program Overview

The typical approach for a Personalized Learning Program begins with a four-week First Step pilot project. This is frequently tied to a project driving the purchase of new Wind River technology.

In First Step, Wind River:

- Identifies program success factors
- Assesses the education needs of up to 10 developers
- Defines each developer's unique learning program
- Delivers the education needs over a period of two to four weeks

Each developer's knowledge and abilities are measured before and after the education program to quantify and demonstrate the program's benefits.

After the First Step, the program is rolled out across your device software development organization. For many clients, the program's activities are conducted throughout the year and may continue for several years.

Proven Success

Wind River completed a Personalized Learning Program First Step for a large aerospace and defense contractor. Profiling and baselining identified seven main areas of need, which were broken down further into 46 specific learning topics. We created role-based education material using content from seven different Wind River courses. We also developed customized workshop material to meet specific client objectives.

The users participated in an average of 30 hours of learning events delivered in 24 workshops of one to three hours in length. The workshops were delivered over a three-week period. All team members also participated in two hours of one-on-one mentoring.

Results

A group average of 20% proficiency improvement was documented, with some users gaining 60% or more (see charts at right for additional details). Productivity improvements of 20% were also realized—in just three weeks. Owned but underutilized technologies were discovered, and education on this unused investment further improved user productivity and ROI.

Contact Us

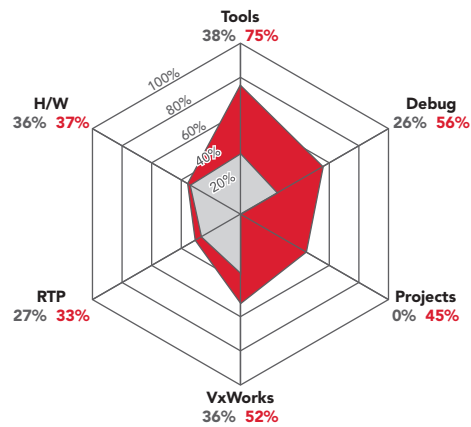
For more information on the Wind River Personalized Learning Program, please visit education.windriver.com. To have a sales representative contact you, call 1-800-545-9463 or send an email to inquiries@windriver.com.

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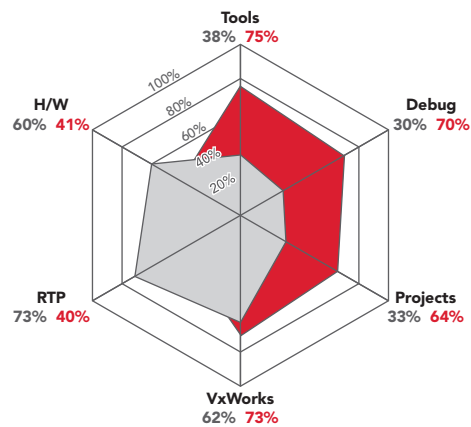
New User

Initial Assessment: 30% Overall
 Final Assessment: 48% Overall → 59% improvement



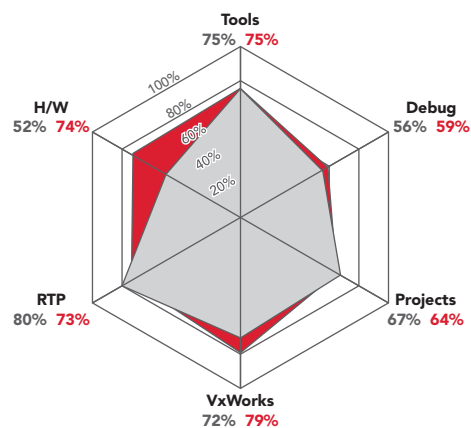
Average User

Initial Assessment: 52% Overall
 Final Assessment: 60% Overall → 16% improvement



Super User

Initial Assessment: 65% Overall
 Final Assessment: 71% Overall → 9% improvement



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