



ROI &
Performance
Management
Solutions

MRCCorp
Management Resource Consulting

acquire & retain the right talent

CK-System

CK-System is a unique web-based training (reinforcement) tool, that provides organizations with **Training ROI Data** and directly links training to the in-house **Performance Management Process**.

By **engaging training participants**, via e-mail, into a **5 minute Micro Lesson per day**, CK extends the presence of the trainer/coach for up to three months following a training or coaching event. This **Time-Release-Learning** approach supports the participants' learning transfer back on the job and ensures consistent application of newly acquired knowledge and skills.

Reaching beyond traditional elements of on-line learning tools (i.e. measurement of content comprehension, "Class" attendance, etc.), **the tool provides critical ROI and Performance Management Data to Line Management and HR Professionals**.

Based on **participant responses and actions** during the engagement process, CK System provides the following data using a web based database:

- Participant Engagement Index
- Relevance of the training content in regards to the participant's current working environment
- Information on participant goals and actions plan in applying newly acquired knowledge and skills back on the job.
- Content Mastery

CK-System can be used to develop/deploy/reinforce any training content (in-house materials and/or third party vendor materials training). **Performance Data is available 24/7 in real time. The Tool does not require integration into the company's existing IT environment.**



CK-System Benefits

CK-System Offers Unique Benefits

- **Empowering** while building accountability for Employees, Supervisors, Organization and external Consultants/Trainers
- **Integrative** – Providing a link between training and performance application & management
- **Cost/Time Effective and Efficient** (price, time per day, no license agreement required, lead time & availability)

HR Applications

- **Training Delivery & Reinforcement**
- **In-House Training/Curriculum Design & Delivery** (using the CK Authoring Software)
- **ROI Measurement** (continues evaluation of the reinforced training; participant engagement index etc.)
- **Performance Management** (Coaching and evaluating participants against participant defined goals and action plans)
- **In Support of Knowledge Transfer, Mentoring, Coaching**
- **To Improve Employee Retention, Alignment and Engagement**
- **Supporting Risk Management** by delivering and documenting compliance sensitive information (i.e. Health & Safety; Sexual Harassment etc.)

Key Elements of the System

- Delivers and/or reinforces training and supports other performance management activities such as coaching, performance reviews etc.
- Tracks and Measures participant learning
- Tracks and monitors quality of the delivered training post training event
- Tracks Participant's Engagement Index during the program/training time
- Tracks participant's Goal Setting and Activity Planning (Transfer of newly acquired knowledge and skills back on the Job)

To enroll in a free demo version of the tool, experience the authoring software, or to inquire about pricing, please contact our Corporate Office at 505-275-1234, or e-mail us at Ksorenson@mrCHRconsulting.com

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