

5 Key Considerations for Successful Maximo Training From Implementation to Sustainment

Presented by:

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About Electra Learning



Established in 1997



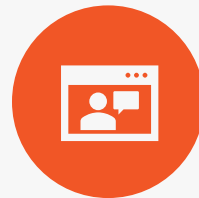
Offices in Calgary, Toronto, Houston, and Aberdeen



Largest Maximo L&D company in North America



Provides end-to-end IT change service



Bridges the gap between individuals and technology in a positive and engaging manner



Works across several industries including Forestry, O&G, Mining, Manufacturing, and Transportation



Agenda

5 Key Considerations for Successful Maximo Training:

1. Change Management
2. Needs Assessments and Customization
3. Learning Strategies
4. Evaluation and Feedback
5. Sustainment and Support



Change Management

People learning new processes or using new technology to achieve business goals.

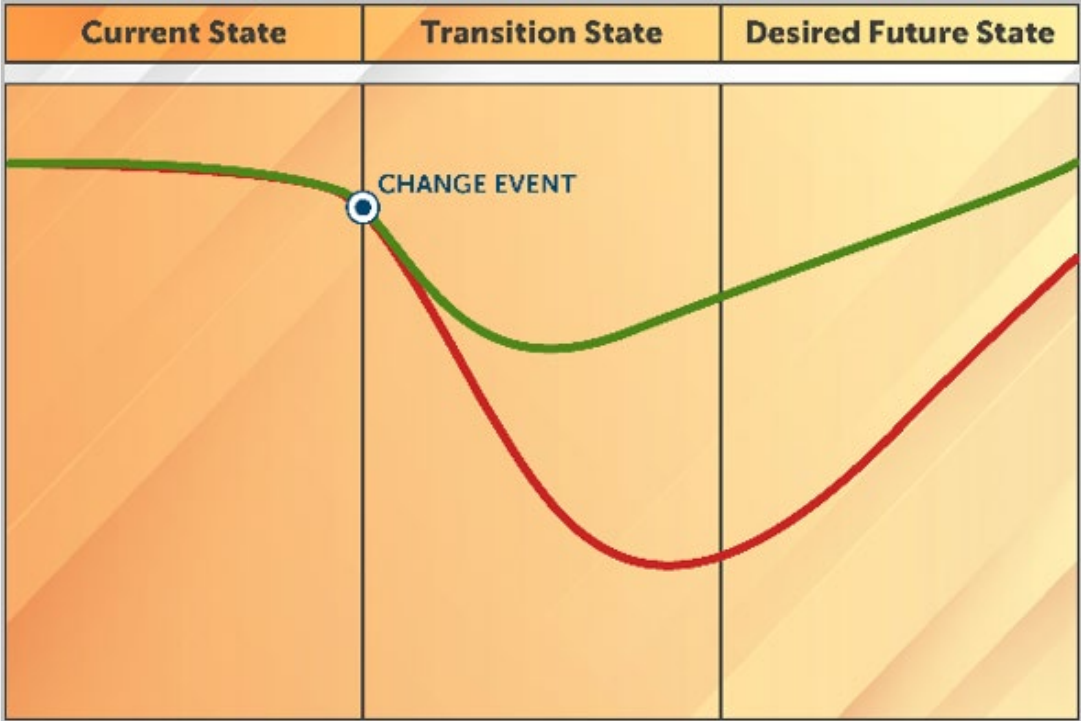
Changes usually don't fail because of technical reasons. They usually fail for human reasons.



What is Change Management?

Helping people move from the Current State to the Desired Future State without a big dip in productivity or morale.

ORGANIZATIONAL PRODUCTIVITY AND MORALE

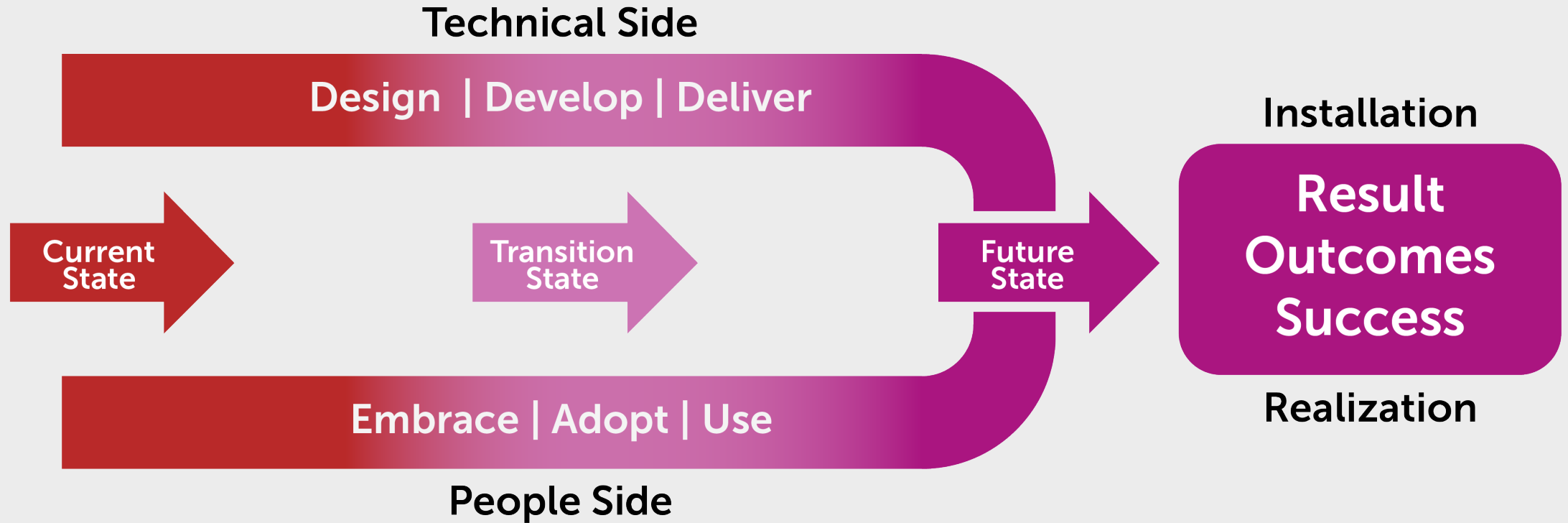


MANAGED CHANGE

UNMANAGED CHANGE



Change Management



Managing the Change



Needs Assessment and Customization

- Identify the gap between desired and actual knowledge, skills, and competencies.
- Determine the training and development required to bridge the gaps and improve performance.



Needs Assessment and Custom

- Purpose
- Audience/needs to be addressed
- Business needs
- Methodology
- Findings/conclusions
- Additional research required

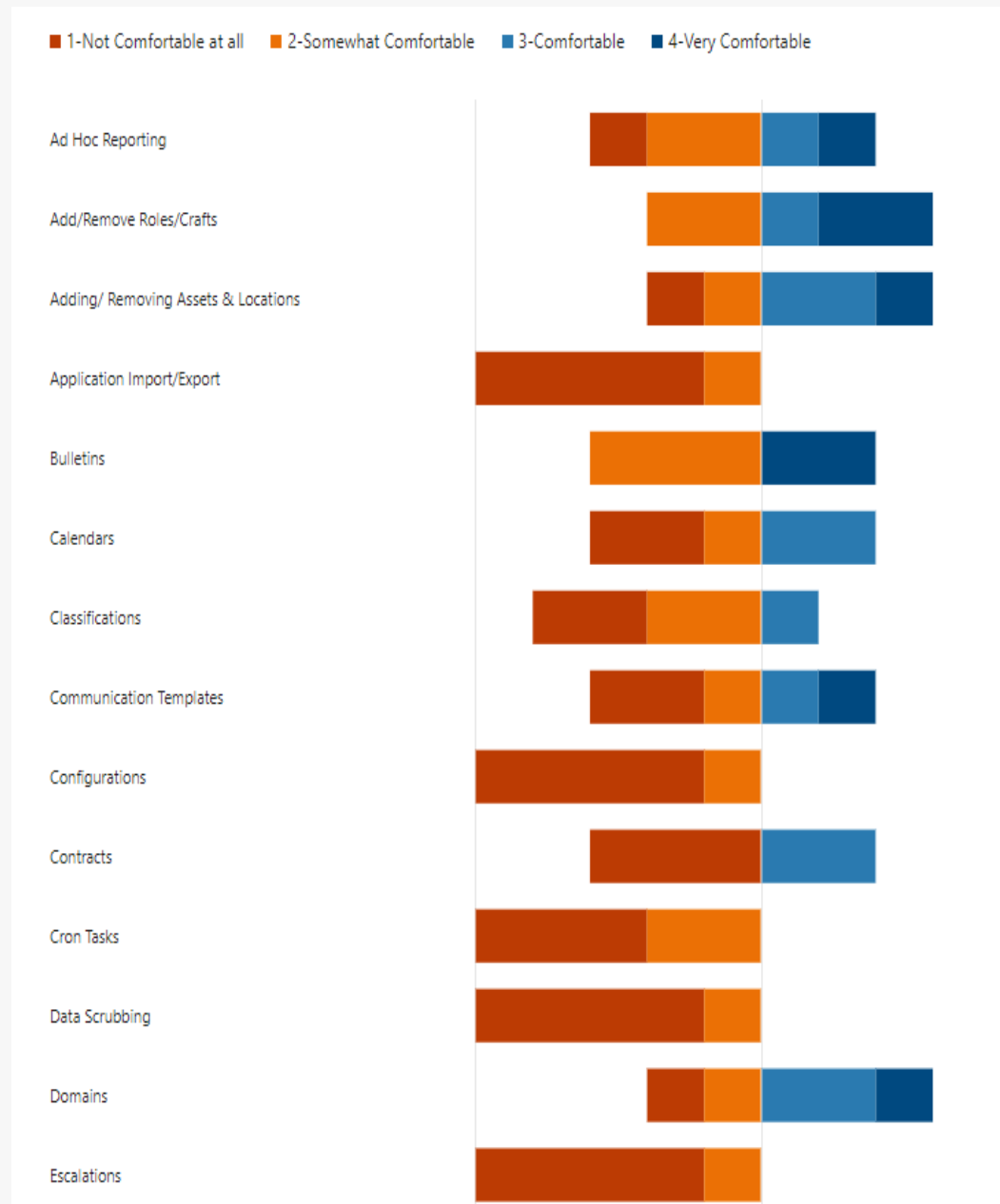


Needs Assessment and Customization

Needs Analysis Methods:

- Interviews
- Questionnaires
- Observation
- Examining work
- Assessments
- Focus groups
- Job task analysis
- Performance appraisals and reviews

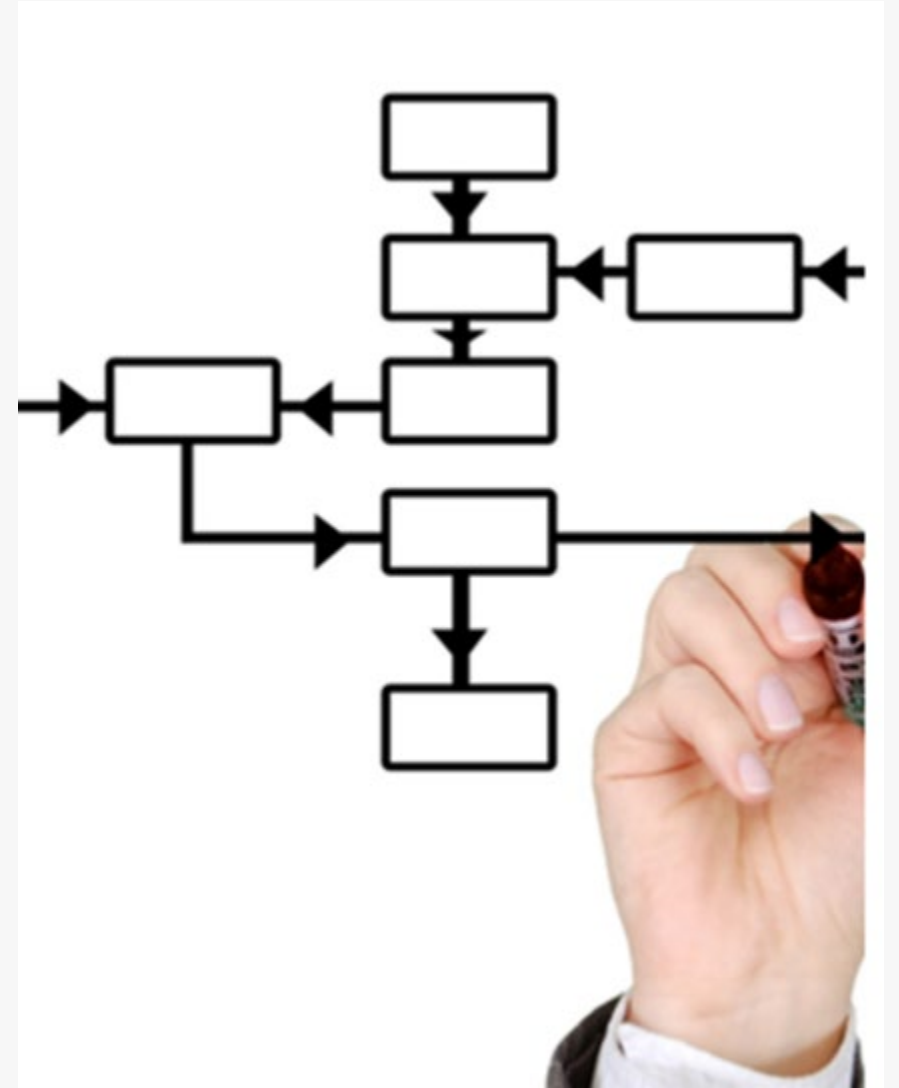
Please indicate your current comfort level with each of the Maximo training topics below:



Learning Strategies

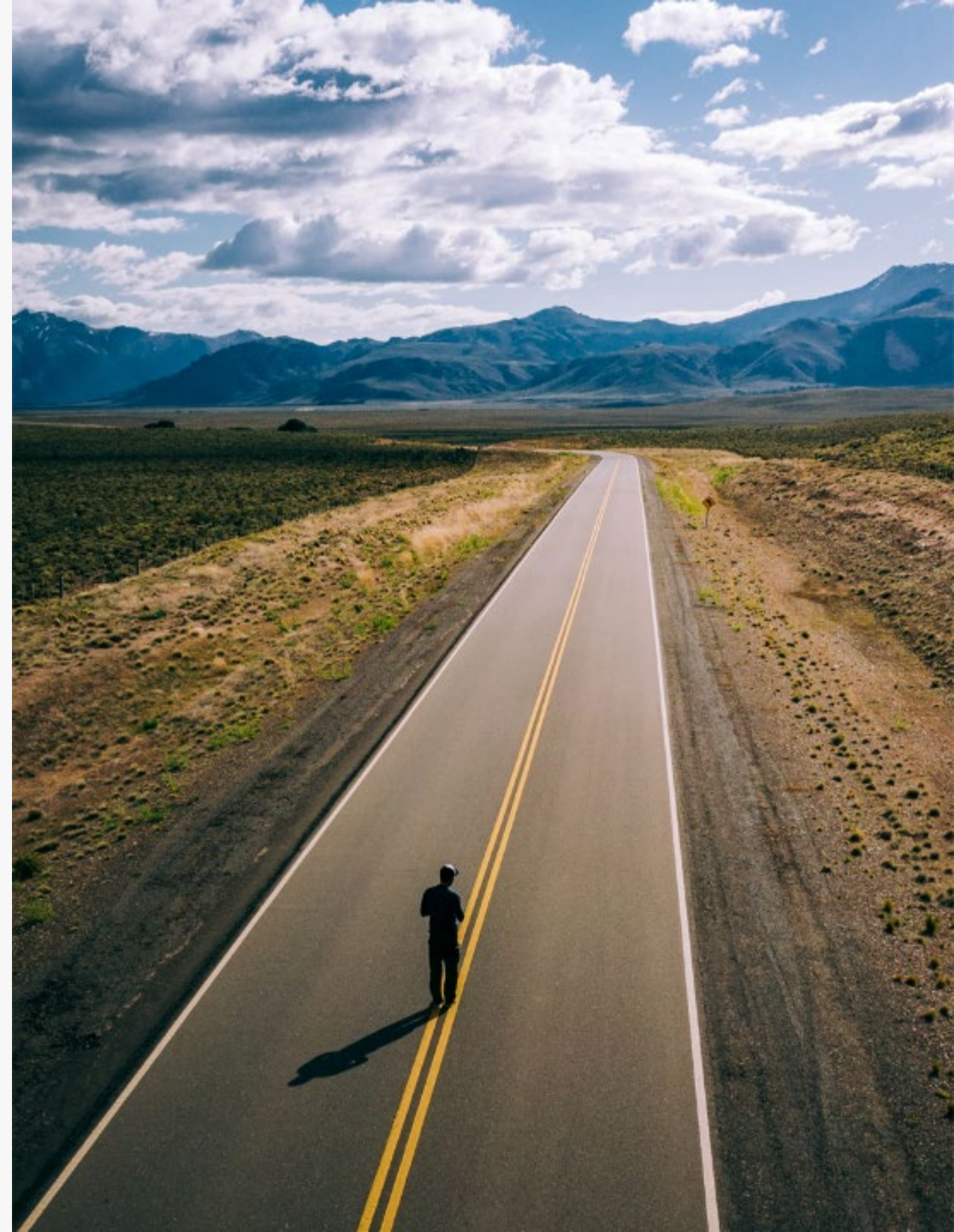
Effective learning strategies can vary from person to person, and different strategies may be more suitable for different types of content.

- Classroom Instruction
- eLearning
- Virtual Online Instruction
- Document Review
- Videos
- Project or Case studies



Learning Strategies

- Virtual Community/Knowledge Sharing
- Self-Study
- Peer Teaching
- Micro-Learning
- Badges and Certifications



Evaluation and Feedback

- Reactions to Training
- Learning
- Application/Adoption
- Business Impact
- Return on Investment (ROI)



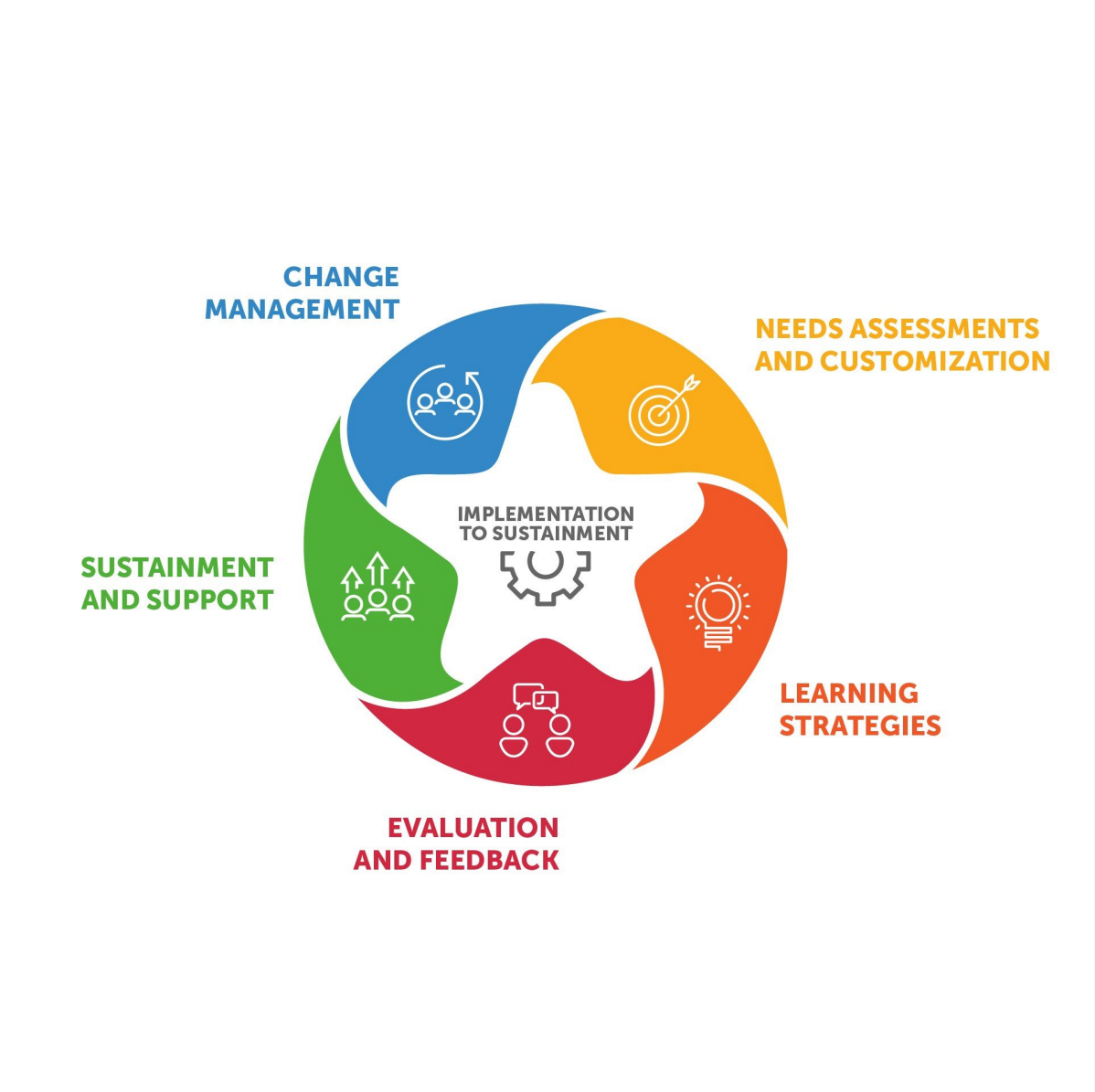
Sustainment and Support

To ensure adoption and consistency, it is important to create a culture of continuous improvement and skill retention.

- Avoid the one-and-done approach
- Have training that is specific to roles and responsibilities
- Coaching and mentoring
- Audits



Successful Maximo Training



Questions





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