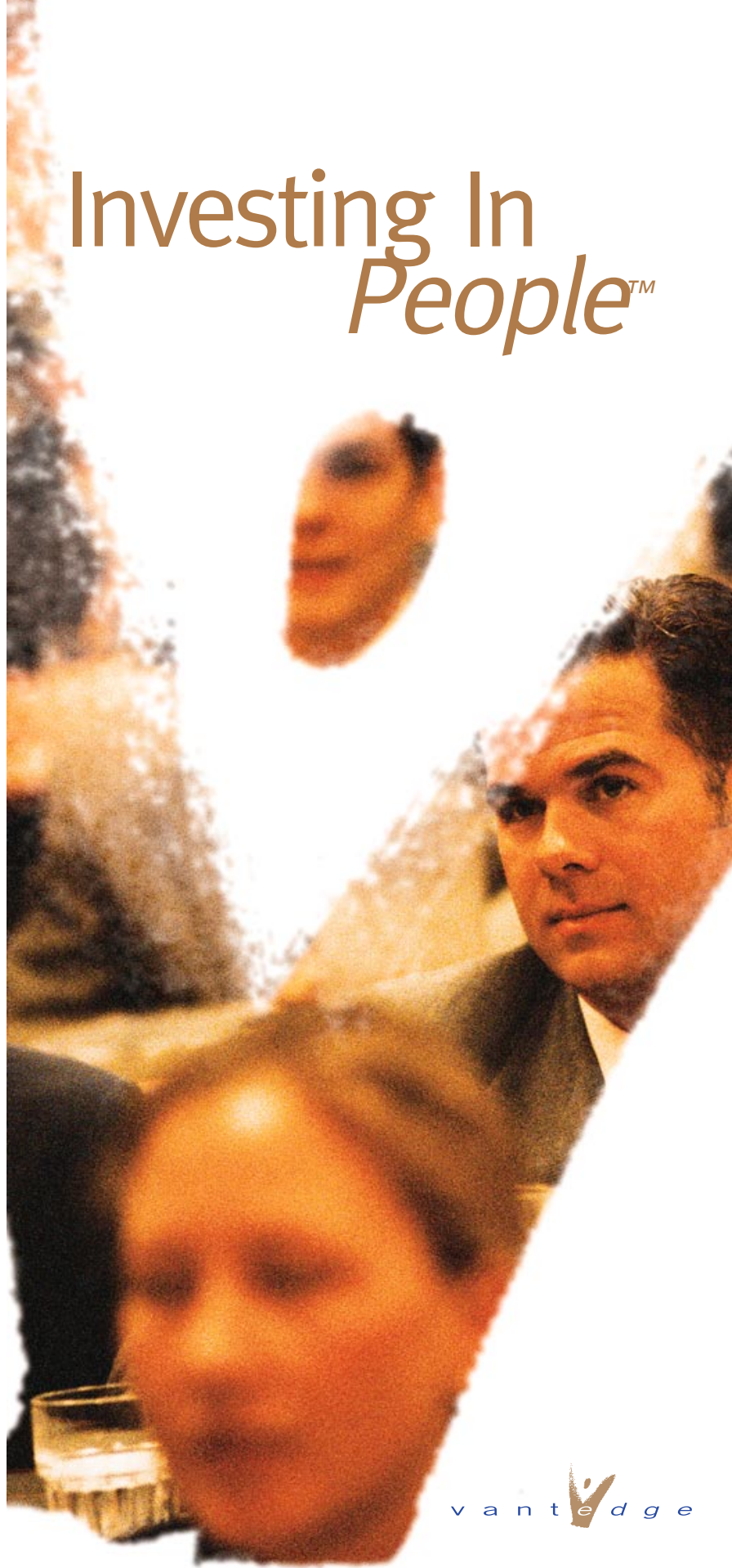


Investing In *People*[™]





*Sales objectives, profit goals, vision
and mission statements, strategic plans...
You know where you want to go
and when you need to get there.*

At Vantage, we create
PERFORMANCE IMPROVEMENT SOLUTIONS
to help ensure that everyone in
your organization arrives together.

Our philosophy is simple:

We believe that training should help your organization achieve its goals by changing people's ability to do their jobs. After all, simply providing people with information doesn't guarantee that they can apply what they've learned in meaningful ways.

We stand behind that guarantee by measuring the true impact of training and calculating the return on your investment.

With Vantage, you don't just invest in training ...

YOU INVEST IN PEOPLE!

A Problem-Solving Approach to Performance Improvement

Through careful analysis and the development of needs-based solutions, Vantedge helps you create outstanding productivity, eliminating real and perceived obstacles that stand in the way of your employees' potential for excellence. And, perhaps most importantly, we help your employees develop their ability to learn from new situations and react appropriately. This ability is the true source of competitive advantage, and its development increases the intellectual capital of your organization as well as employee retention and job satisfaction.

That's why we use Human Performance Technology (HPT), a strategic problem-solving methodology that analyzes both current and desired performance, identifies the specific factors that cause this gap in performance, and indicates the most cost-effective and beneficial ways to achieve the organizational result you want. Often, this involves a multi-faceted approach that may include work tools, environmental factors, individual motivation, incentives, and often — but not always — training.

By using a performance-based approach that examines multiple factors, we give you the maximum return on your investment with the lowest possible risk. In fact, we guarantee that you'll see improvements in individual and group performance that positively impact your bottom line.

The **Performance Model** serves as the basis for developing performance support tools, training, or incentives to meet that job goal. We review organizational goals and roll these down to the individual level to determine desired results, best practices, and success criteria.

The **Needs Analysis** helps us identify what individuals are currently doing to meet these goals and what they require to produce the desired results. We determine specific needs, recommend solutions, and help you decide which solutions will create the most impact for your training dollar.

The Vantedge Solution

We work closely with you during **Solution Development** to refine needs, develop content, plan deployment and establish evaluation criteria.

We also develop ways to help people keep using the skills and tools they've gained.

We will provide you with the tools to measure and help you explain the training dollars you've spent and articulate the quantitative impact that training has made on the business.

The **Results Analysis** measures participants' reactions to the training, individual learning, changes in behavior on the job, the business impact of the solution, and the monetary value of the results.

Although the term “partner” seems to be applied to nearly every business relationship these days, there’s really no better way to describe the way we view our clients. Vantedge associates work with you as a team to accurately identify and solve your organization’s performance and learning needs.

Partners for Performance

On the **Vantedge team**, you’ll find experienced Instructional Designers, Performance Technologists, Project Managers, and certified Return On Investment Specialists.

Our expertise combines proven performance-development techniques, learning technologies, and **high-performance work** practices to deliver consistent, measurable results.

Vantedge offers the latest learning technologies for our clients. However, we believe in the appropriate use of technology — for a specific purpose, rather than for its own sake.

We look at multiple options to meet your needs, and we **analyze the audience,**

your organization’s infrastructure, and the project budget to determine

the most appropriate options.



When you have business goals
to meet, call Vantedge.

We'll tell you about our capabilities,
show you samples of our
work, and help you evaluate
your current performance
and learning needs.



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