Performance Gap Analysis

Is Performance Gap Caused Through Lack of Skills/Knowledge?

Yes → **Write Aim of The Training** → **Magic Formula** → **Write Module Objectives**

No → **Go Back to Requestor**

Select The Best Solution For Training

Can This Be Tested On-Line? — No → **Create Face-To-Face Training**

Yes ↓

Is The Training Linear? — Yes → **Create Digital Lesson(s)**

No ↓

Is Human Interaction/Help Needed? — No → **Create eLearning**

Yes ↓

Does It Include Physical Skills? — No → **Create Webinar**

Yes ↓

Create Face-To-Face Training

Design Training

Note – Digital Lessons
A digital lesson is a lesson that has a linear step-by-step format ie no decision making or branching. With no branching it is not necessary to spend time and money on eLearning. Video(s), Process Guide, Rise Course etc will work well – with a task included will work.
Example
http://bit.ly/2kZm79h