

CERTPOINT Stays Ahead of the e-Learning Curve with Better Content Solutions from our CSG Group

CERTPOINT would like to announce our newly expanded Content Solutions Group (CSG), our department devoted to providing a more comprehensive solution for our clients. With CSG, clients can engage one of our designers in a consultation to evaluate content from design layout to course structure. Our staff will provide you with tailored business solutions to aid in the success of your company.

CSG provides 3 distinct tiers of course and content design and development services that are tailored to your business needs. Tiers vary in the amount of content provided by the client, and the amount of development time needed from the CSG team. We will help you select the appropriate tier of development based on the resources you have access to within your organization and the objectives you are trying to achieve.

At CERTPOINT, we look forward to leveraging CSG's creative instructional design and development talents to optimize our client's resources and to focus on delivering cost-effective and innovative e-Learning!

September Virtual Forum Review: CEO of CERTPOINT Defines and Expands the Meaning of Talent Management



Talent Management is the industry's latest buzz word, a fact that was quite apparent when walking the floor of the 10th Annual Human Resource Executives Technology Conference and Expo in Chicago earlier this month. You may be wondering what exactly this phrase means. Ara Ohanian, CEO of CERTPOINT, presented his intelligence on the topic during the October CERTPOINT Virtual Forum.

Most definitions of Talent Management circulating today use phrases like 'employee lifecycle' and 'current and future organizational needs'. Ara took this concept a step further and defined the function of Talent Management as a platform that supports the 'Life Cycle of the Knowledge Worker'.

The Life Cycle that Ara describes begins with recruitment and on-boarding, moves to establishing competency within a role, developing and expanding the knowledge required in a role and aligning goals with business objectives, to reward and compensation, career advancement promotion and eventually retirement. Components of the Talent Management System support these functions along the way. For example Recruitment Management Tools within the system manage recruiting and on-boarding. The Competency Management element will establish a level of competency for a role.

While all of these functions are essential to a Talent Management System, Ara suggests that perhaps there can be more components in order to integrate into a business function as well. In addition to Complete end-to-end Talent Management, Ara suggests that perhaps solutions should move to expand technologies that equip sales professionals, provide facilities for automating business impact 'dashboards', integrate social software technologies for the x and y generations, and act as an archive of proprietary knowledge.

In the end, virtual forum attendees agreed that Talent Management is a business, not simply an HR Function.

Announcing New Members of our Client Community

CERTPOINT continues to add global brands to its roster of clients. We would like to Welcome Honda Europe and MENA, RustOleam and Videojet.

We enthusiastically welcome all new clients to our Client Community. We hope that our culture of responsiveness and innovation will exceed your business needs.

Lean Thinking Tool Box: Affinity Diagrams



Add a new instrument to your Lean Thinking Tool Box! When you need to organize your thoughts, consider using an Affinity Diagram. Affinity Diagrams are one of the most common and widely used problem solving tools. It is a powerful method for organizing and grouping ideas.

To create an Affinity Diagram, begin with an issue or problem that you would like to explore. Then move to brainstorming: think of ideas or plans for solving the issue or problem and write them down onto small pieces of paper. Sort the ideas simultaneously placing the slips of paper into related groupings (usually 5-10 groups), then name the groups with a summary or heading.

This exercise should help you to identify important patterns within ideas and to focus on a few common themes.

VLS Tip of the Month

Did You Know? You can Access the default portal by entering the following address in the ie address bar: portalname.vuepoint.com/default.aspx

Upcoming Events:

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11.5.07-11.08.07- Corporate University Week Orlando FL.- Corporate University Week is THE annual event for leaders of internal training and learning organizations. Now in its 9th year, the event delivers five days of strategically-focused workshops, benchmarking sessions, keynotes, case studies, study tours and networking to help learning and training executives plan ahead to stay ahead.

11.8.07-CERTPOINTS Monthly Virtual Forum- "e-Learning for a Multilingual Environment" -Toyota Motor Europe (TME) will address the topic of e-learning creation, localization and deployment in a distributed, multilingual environment (over 30 countries / languages / locales).

12.6.07-CERTPOINTS Monthly Virtual Forum-Topic-To Be Announced

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