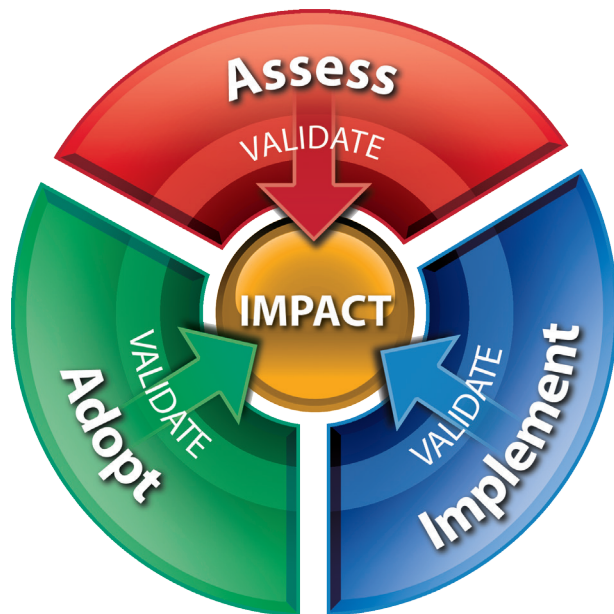


IMAGINE THE IMPACT OF ACHIEVING MEASURABLE RESULTS



For over 30 years, organisations have come to ESI seeking to build capabilities and enhance efficiencies at three levels of their organisation—the enterprise, the operation and the individual.

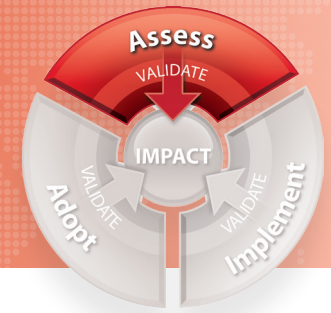
We can help you evaluate and address current strengths and opportunities for improvement in the following areas:

Enterprise – Executive sponsorship of initiatives in support of the organisation’s strategy.

Operation – The structures, systems and processes that exist to efficiently execute the strategy of the organisation.

Individual – Building capability and ensuring the proficiency of individuals who support the enterprise and its operations.

DEFINING WHERE YOU ARE AND WHERE YOU WANT TO GO



Individual Assessments

By assessing individual competencies, you can be more effective at targeting your organisation's performance improvement efforts, set learning benchmarks to measure success and determining areas in which learning reinforcement is necessary.

Knowledge and Skills Assessment

Measure your team's knowledge and skill levels to find out where strengths and opportunities lie. ESI offers two comprehensive, easy-to-use, online assessment tools covering the technical competencies of project management and business analysis.

- PMAppraise® – 80 questions, aligned with the PMI's® PMBOK® and ESI best practices in PM
- BAAppraise® – 80 questions, aligned with the IIBA's BABOK® and ESI best practices in BA

After completion, a comprehensive report is generated for each individual along with a consolidated group report (if required).

PM360: A PM "Soft Skill" Competency Assessment

ESI's PM360™ tool helps clients measure and benchmark "soft skill" competencies and behaviours in their project managers from a true 360 perspective. A comprehensive report is generated to show how an individual's current performance in communication, team leadership, etc. is perceived, rated and valued by key project stakeholder groups, such as sponsors and team members.

Organisational Assessments

By assessing organisational performance, organisational maturity, learning effectiveness and other key performance improvement elements, you can gain insight into the effectiveness of current processes and systems, the degree to which staff adhere to corporate frameworks and methodologies in the practical deployment of their projects. Also covered are: the potential barriers to success that may stem from current organisational attitudes towards the role, value and function of project management.

ESI offers a range of assessment options to help you benchmark your organisation's current state.

Web-based Maturity Assessments

- Knowledge & Practices surveys for Project Management, Programme Management, Business Analysis and Agile Project Management
- High Performer PM360 – understanding what "good looks like" in your organisation today through your highest performing PMs.

Consultant-Led Maturity assessments

- ProjectFRAMEWORK™ Assessments
- OPM3® Assessments

Measurement Solutions

Getting Meaningful Results and a Greater Return on your Training Investment

Organisations today are increasingly being obliged to justify the business impact of their training budget and this Return on Investment (ROI) challenge is intensified by the difficulty of quantifying the true value of training and measuring the transfer of learning at the workplace.

With this challenge in mind, ESI partners with KnowledgeAdvisors Inc. and their flagship technology platform Metrics that Matter (MTM™).

Metrics that Matter (MTM™) is the market-leading learning analytics system combining a world-class evaluation system with powerful analytic tools to help organisations measure and improve their talent development programmes.

The "Smart Sheet" approach offered by MTM™

allows you to measure the effectiveness of learning programmes and identify key areas for change based on your organisational goals.

Pre- and Post-Course Assessments

Assessments are a vital part of your learning programme - they highlight areas for change and also demonstrate business impact and ROI.

ESI perform many different types of pre- and post-course assessment in order to help you identify, categorise and prioritise current practices and behaviours, analyse gaps, identify successes and remaining challenges, and establish baselines for improvement.

Assessments play a critical role in validating and evaluating the effectiveness and content of your learning programme.

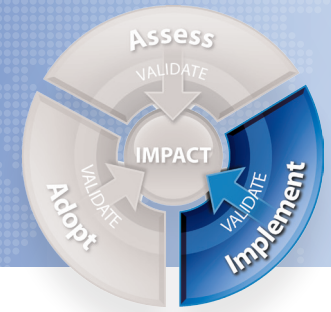
MTM™ Evaluations

From the moment that a learning event ends, the quantitative and qualitative data collected through the MTM™ Post-Course Evaluations enable you to measure, and benchmark, the outcome of the training and receive predictive data about the impact of that training upon job and business performance.

Follow-up evaluations – 3 to 6 months after the delivery of the learning event or learning programme – allow you to validate the extent to which those predictive results have translated into real returns in the workplace.

This information coupled with our in depth analytics, intuitive reports, scorecards and benchmarking reports will help you to track your organisation's progress, and the ROI related to training, more accurately.

BUILDING KNOWLEDGE AND SKILLS FOR IMPROVED PERFORMANCE



With your goals addressed and measurement tools in place, your programme is designed using the most appropriate tools and delivery methods available for your organisation. ESI works with you towards a tailored plan that lets you build upon your current strengths, provides optimal solutions that address ongoing opportunities for performance improvement and prepare you for the adoption of knowledge and skills on the job.

ESI integrates a number of elements to provide a blended learning solution that fulfils your organisation's objectives.

Learning Programmes

Learning programmes include a broad range of topics such as:

- Project Management
- Business Analysis
- Leadership & Communication
- Agile Project Management
- Procurement & Contract Management

Delivery Format

Courses with delivery options that include:

- Corporate Onsite Training
- Public Classroom Training
- Virtual Classroom
- E-training
- Learning on Demand modules

Certification

Certification enables you to equip yourself with the knowledge and skills to confidently complete increasingly demanding projects and build credibility that sets you apart as a leader.

Industry Alignment

- ESI's courses are aligned with PMI's® PMBOK® Guide (Project Management Body of Knowledge) and the IIBA®'s BABOK® Guide (Business Analysis Body of Knowledge). This means you can apply our courses towards gaining a recognised industry certification

Training Excellence

- Delegates tell us our hands-on professional training for project managers and business analysts prepares them for real-world challenges they face every day
- Out of over 500,000 evaluations, our average student rating for our courses is 9 out of 10!
- A dedicated team for customising your learning programmes to your specific methodologies, requirements and tools
- Highly experienced, expert instructors delivering high quality content covering the most essential topics in business today
- Dedicated team to undergo rigorous course review to reflect the latest practices and changing needs of the market
- Post learning workshops to reinforce key material from the programme and increase adoption rates

Solid Credentials

- Our academic rigorous training programme is backed by The George Washington University in Washington DC, United States
- We are a Registered Education Provider of the PMI® (Project Management Institute) and the IIBA® (International Institute of Business Analysis)
- We are an authorised Provider of continuing education and training programmes by the International Association for Continuing Education and Training (IACET)
- Our courses are recommended by The American Council on Education's (ACE) College Credit Recommendation programme (CREDIT) for undergraduate credit

REINFORCING AND APPLYING THE SKILLS LEARNED



Your learning programme has to achieve real-world results to be successful. We make sure that new skills and knowledge learned are leveraged and retained, so you continue to get the measurable results you need going forward. Our team includes Engagement Managers, Business Development Managers, Expert Instructional Designers, Subject Matter Experts, and Instructors, who follow your programme from planning through post-implementation and assessment, to ensure that processes and practices deliver the desired impact.

Organisational Knowledge and Skills Adoption

By focusing on organisational knowledge and skills adoption, you will see how the “classroom” skills transfer into performance and behaviours that can be seen and felt in the workplace, the impact of which can be measured at an organisational level.

Learning on Demand - ESI International has developed 19 Project Management Learning on Demand modules that covers the 4 phases of the project life cycle, 5 Business Analysis and 3 Information Technology Learning on Demand modules. Each module is 90 minutes long, self-paced and online. These modules can be used as part of a knowledge reinforcement or adoption strategy.

Project Planning Workshops - Project planning workshops provide a practical complement to ESI's formal Project Management training programmes. The workshops are led and facilitated by an experienced workshop “coach” and are available in a 3, 4 or 5 day format.

There are two different types of Project Planning Workshops:

Project Simulation Workshop - A project simulation workshop uses a specifically developed client case study and brings together project managers from different parts of the business to work through simulations together to build a more common, practical and robust approach to the planning activities they undertake for their own live projects.

“Live” Project Workshop - The “Live” Project Workshop is designed to fast-track the planning process for “live” client projects, while at the same time building higher levels of quality, robustness and consistency into the planning deliverables.

Individual Knowledge and Skills Adoption

By focusing on an individual's knowledge and skills adoption, you will see how the individual can transfer their “classroom” knowledge to their workplace and improve their performance and behaviours.

MyESI® - ESI's interactive, proprietary learning platform offers an access portal for information, tools and assessments related to ESI learning programmes and courses.

ESIAdvisor - A complimentary service that gives students the chance to ask questions about ESI course content after their courses have been completed.

ESI's Real-Time Source™ - An online library of reference materials and tools available for real-time application.

Skillsharks - Collaborative learning platform designed specifically for enhancing your learning experience and sharing project management expertise.

ESI FLEXIBLE IMPACT MODEL - A COMPREHENSIVE SOLUTION FOR PERFORMANCE IMPROVEMENT

ESI's Flexible Impact Model

While some clients may choose to follow the Impact Model closely, it's important to note that ESI can deliver best-practice services and solutions in one activity without engaging in the others. Each activity drives value and results on its own; however, it is when they come together that clients can truly build talent and drive measurable results.

Assess

Assess

To measure programme impact and the results of an investment, the client's baseline and current state must be understood. A cross-functional team of our experts works to gain insight into your organisation's best practices and unique challenges and an understanding of your distinct goals, cultures and methodologies. This establishes a road map to deliver your organisation's measurable results. Some of the tools that support these activities include:

- A custom survey
- Interviews with key staff members
- Individual assessment tools
- Organisational assessment tools
- Skill gap and performance analysis of your employees, the process, tools and infrastructure
- Project assessments
- Methodology evaluations

Adopt

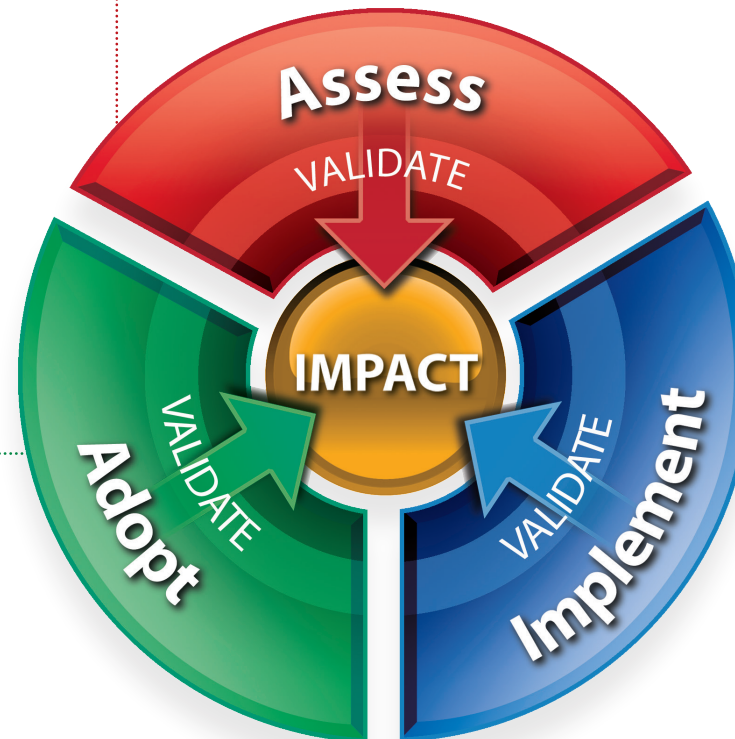
ESI offers a range of tools and services designed to ensure that processes and practices implemented on your road map translate into measurable results for the organisation. It is through adoption activities that the desired future state is achieved. These activities may include:

- Recommendations for clients to drive results internally and support the adoption of improved business processes
- Application workshops to provide opportunities to learn while creating deliverables
- Knowledge transfer tools and approaches
- Individual or group coaching and mentoring services
- Change management
- Use of our interactive, proprietary learning platform, MyESI™
- An online library of reference materials and tools available for real-time application

Implement

With a clear road map and measurement tools in place to validate progress toward your future state, the programme is set up for successful implementation. Elements of your programme could include:

- Training courses in Project Management, Programme Management, Business Analysis, Contract Management, Business Skills and Agile Project Management
- Workshops, seminars and webinars
- Consulting services aimed at practice and process improvement
- Building and deploying methodologies and standards
- Establishing and improving the effectiveness of centres of excellence





ESI can provide a road map to help your organisation achieve measurable results.

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