

Cultivate Your

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Training and Development
Management Application

As organizations strive to achieve greater competitiveness and higher levels of performance, the importance of a qualified staff becomes more urgent in order to drive improvements and work efficiently. Gaining expertise on the job is no longer the best approach.

Organizations face the challenge to balance between over-training and under-training. Excessive training usually leads to financial loss due to the cost of education given and considering the time allocated to training courses, in addition to possible distractions to career paths. Under-training, on the other hand, leaves companies with under-developed employees.

In light of this, companies need to follow a structured approach in how they spend their training budgets. They need to carefully select what training courses to provide, their timing, their audience, as well as complete preparation for the training course.

Tadreeb® is a powerful web-based tool that is based on the world established framework for training, SAT (Systems Approach for Training). The tool is built using MS .Net technology framework and enabled through MS – Sharepoint Portal Server. In conformance with the Systems Approach for Training (SAT), the system is built whereby users will be able to fulfill the full cycle of SAT starting from Analysis and Design through Implementation and Evaluation.

Tadreeb® is ideal for organizations with a medium to large employee base, where costs of training are very relevant. Additionally, the need to accurately plan and track training delivered becomes paramount. Government agencies and enterprise organizations can benefit tremendously from Tadreeb®.

Value to Clients

- ▲ Making sound decisions on Who, When, What, Where, Why, and How of training
- ▲ Ability to develop and tailor training curricula in a fast and efficient manner to meet changes in demand from external environment
- ▲ Track and evaluate the training offered and match it to the skills and needs of the role

Solution Phases

- ▲ **Analyze**
 - Establish a if there is a need for training driven by business objectives.
 - Identify the target audience for the training and list Subject Matter Experts (SMEs).
 - Compile the Human Resources (HR) Information
 - Identify tasks and skills for which training is needed. This requires defining job descriptions and the skills and tasks needed to fulfill the specific job description. This will become the basis for defining the objectives of the training.
 - Define the objectives of the training which usually maps to the achievement of a specific skill which is further mapped to a business objective.
 - Define training references and logistics.
 - Reporting module.
 - Approvals module from senior management or authorized persons for training recommendations.
- ▲ **Design**
 - Storing, managing, and retrieving training package components.
 - Storing, managing, and retrieving administrative package components.
 - Build and confirm the project plan for training including sequencing the training tasks.
 - Set learning objectives.
 - Produce management information brochure.
 - Identify cost details.
 - Design the evaluation mechanism including tests, training objectives, user feedback, results reporting, etc...
 - Assemble training packages.
- ▲ **Implementation and Validation of Training**
 - Monitor quality of training
 - Build questionnaires
 - Reporting

Solution Features

- ▲ Document management.
- ▲ Search Capabilities.
- ▲ User profiles, audiences, and contacts.
- ▲ Alerts and Notifications.
- ▲ Access to e-Mail.
- ▲ News, Surveys, polls and events, and discussion boards.
- ▲ Usage analysis.

Estarta Solutions is a global IT solutions provider and innovator, focusing on delivering solutions to the public, telecommunications and financial services sectors. Its offerings range from IT consulting to product development and solutions design and implementation. Powered by over fourteen years of global experience, the company's client base extends from the US to Europe and the Middle East. The company is composed of highly talented and skilled teams of business and technical professionals. Estarta Solutions has strategic partnerships with, and is partially owned by, Microsoft Corporation and Cisco Systems.

For more information on our solutions, please contact us at:
PublicSector@estartasolutions.com

Amman Doha Dubai Kuwait Riyadh


"Turning Visions Into Reality"