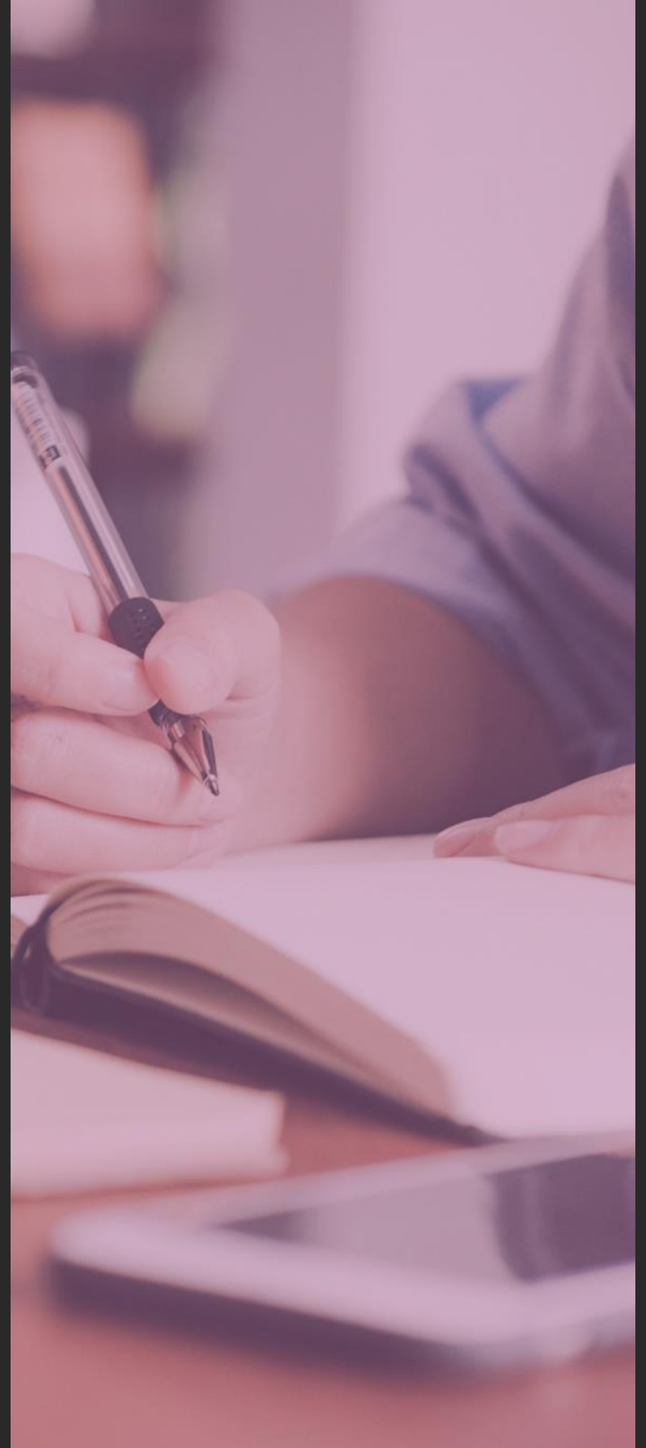
Kodo Survey™

Learning impact measurement

- Made Easy and Effortless -



Learning Analytics with Kodo Survey:

1 Serious metrics

2 Automated analytics

3 Improved performance

Kodo SURVEY

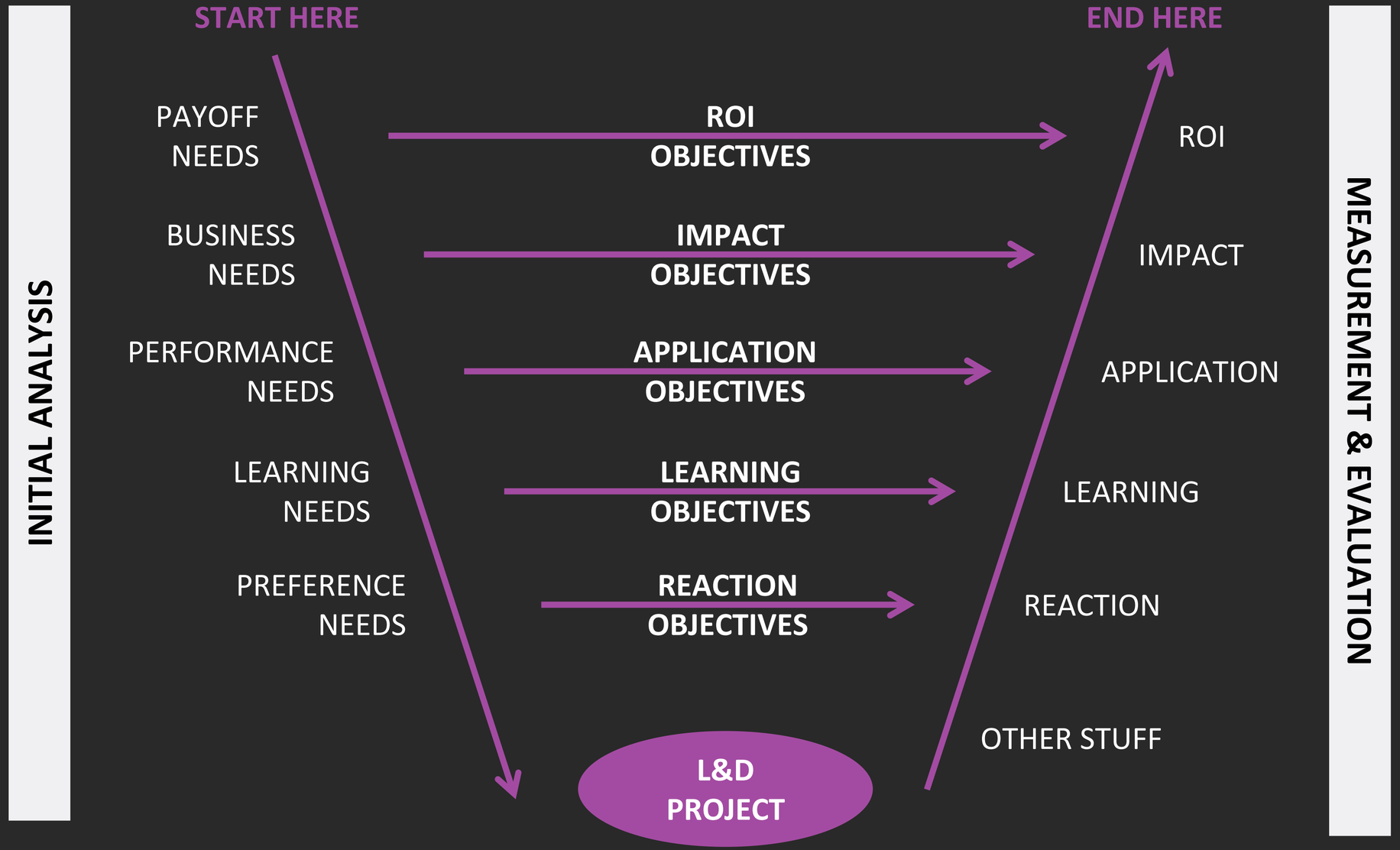
On the plan

01. 6 levels of measurement

02. How to phrase objectives

03. Questions for your survey

What should I measure when measuring learning?



The "V-model" by Jack Philips and the ROI Institute

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Bloom's learning taxonomies

TAXONOMIES 1 & 2

KNOWLEDGE AND COMPREHENSION.

Measurable objectives will centre on concepts and directives involving terms like: List, Define, Explain, and Demonstrate.

TAXONOMIES 3 & 4

APPLICATION & ANALYSIS.

Measurable objectives should involve highly actionable words such as: Calculate, Employ, Relate, Predict and Practice.

TAXONOMIES 5 & 6

SYNTHESIS & EVALUATION.

Measurable objectives should utilize words such as: Develop, Organize, Modify, Review and Interpret.

Begin with setting some really **crisp objectives**
so that you can ask the questions **in the right way**

T1 - Remembering/Knowledge

What does SMART stand for?

1. Specific, Measurable, Achievable, Relevant, Time-bound
2. Etc.

T2 - Understanding/Comprehend

Which of the following is the closest to a SMART objective?

1. Your team should increase offshore sales by 5% over last year by Dec. 1.
2. Etc.

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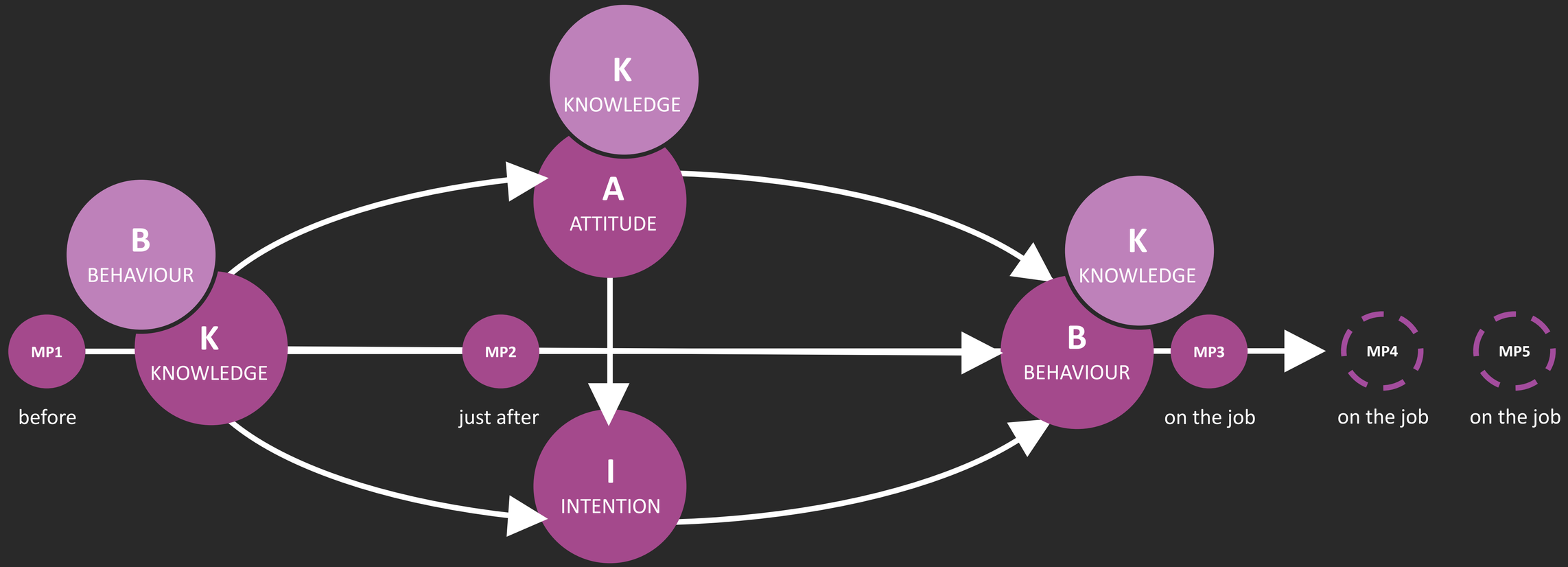
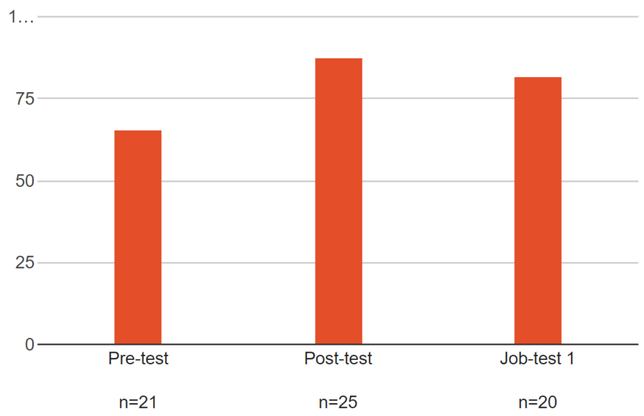
KODO'S KAIB™-MODEL FOR EVALUATION

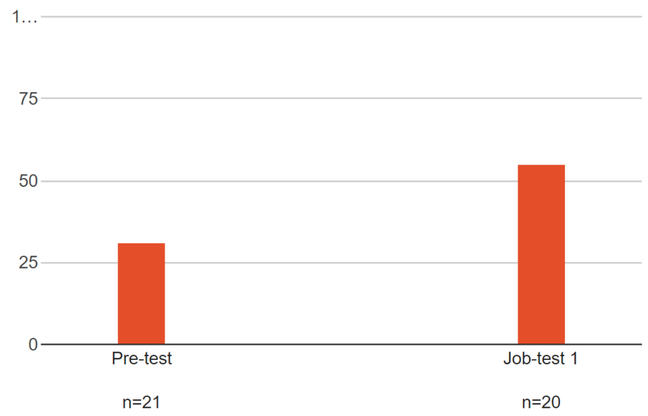
...AND EVERYTHING IS AUTOMATED BY KODO



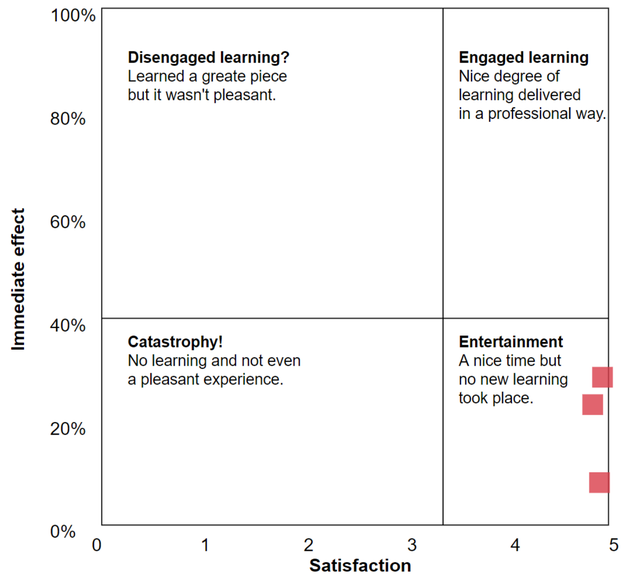
Learning



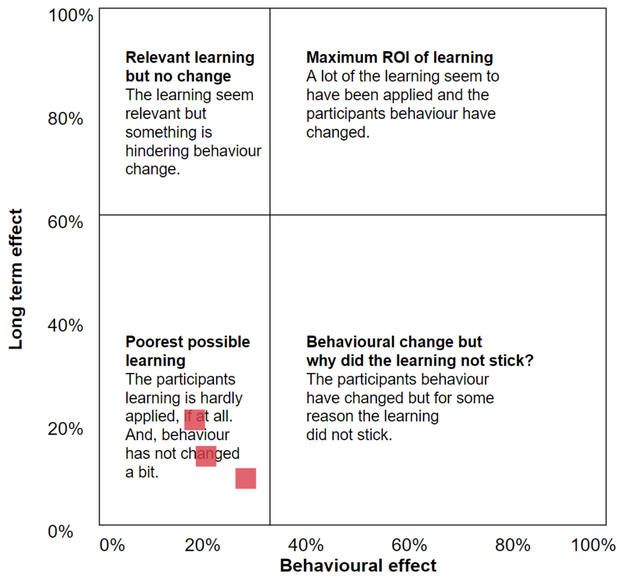
Behavioural development



Learning quality

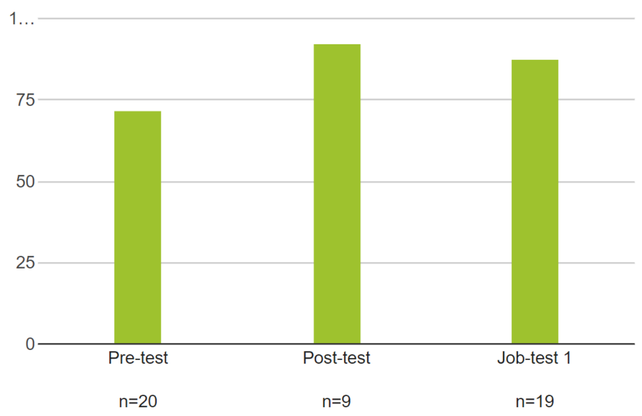


Return on investment

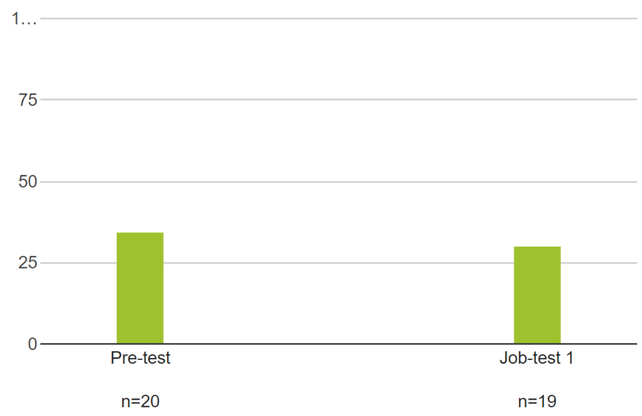


Client was able to redesign programme with maintained budget but increased impact

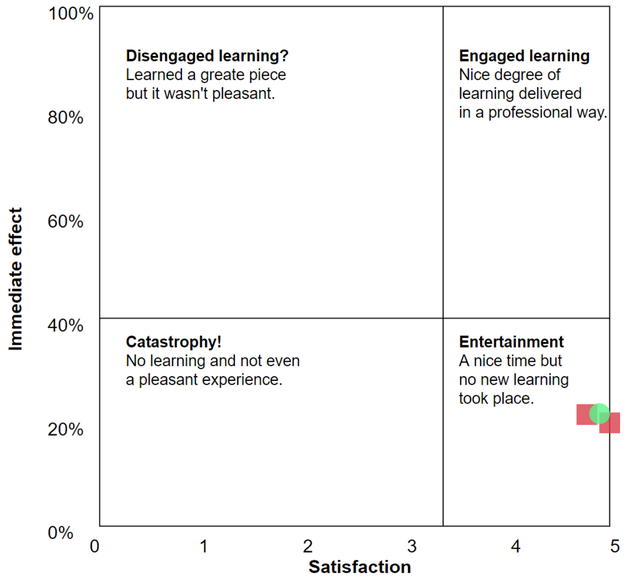
Learning



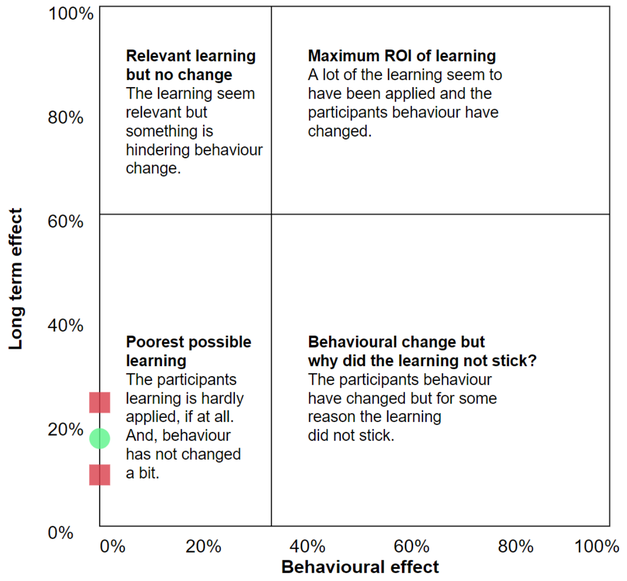
Behavioural development



Learning quality



Return on investment



Client closed down programme and invested in mentor programmes and coaching programmes instead.

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Q & A

Learning Analytics.

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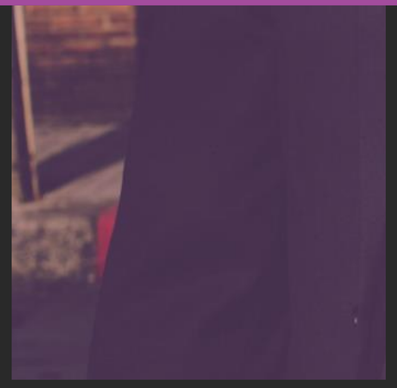

Made Easy.