



TenStep Supplemental Paper

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Simulative Options

Employee training has a key role in today's global market. However, if modern businesses are to compete, survive and prosper, they must substantially increase their commitment to this process.

Web-based training is delivered through a company's Intranet or Internet on a secure Web site. Web-based training has seen its usage greatly increased in the last few years.

The Internet has two overriding advantages over all other media:

- It combines the advantages of other media so that it conveys video and sound better than a book, is more interactive than an audio or video tape, and unlike CD-Rom, it can link employees from around the world cost-effectively.
- It is also a vast source of information - undoubtedly the largest and most diverse source of information in the world today. One can easily incorporate the wealth of information available on the Internet into an organization. Such immediate access to information and resources cannot be found on any other medium.

Therefore, HR managers are looking for a better return on their training investments. iVillage offers 40 hours of Web-based training within a month's time to a new employee before the company flies the individual to the headquarters for an intensive one-week group session. Thus, it weeds out disqualified people and allows the company to focus on qualified employees.

The weeklong session is less expensive than offering a three-week, instructor-led session, which would include travel and lodging costs for employees from other states. In addition, the facilitator can concentrate on higher-level thinking skills and group discussions. The incentive is to be ready for face-to-face group sessions.

Web-based tools have expanded training options and made the process less rigid. Technology, especially Web Technology, has been a very big strength. Online training tools are very popular, and using the Internet today is a sophisticated means of communication.

Cost-effectiveness increases by reaching a large number of employees through an easily available distribution mode. Most companies already have computers, and as they update their Web browsers, the latest versions will be automatically equipped with the necessary plug-ins for sound, animation and video.

Learning on the Net will evolve as new technologies advance. The key is to have the course developers remain focused on effective Web-based learning strategies. It is, therefore, time for HR professionals to keep up with developments in Web based technologies and offer better options for employee skill development.