



Education Abound: Implementing a Corporate Training Program

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CM6705-R Keeping employees educated and up to date on the latest technologies is a full-time endeavor. This discussion will enable its participants to gather and discuss both the hiccups and the successes in their attempts to educate their audiences. We will use the success story from the curriculum that I've developed and implemented at Thornton Tomasetti, a structural engineering firm that employs over 800 people.

Learning Objectives

At the end of this class, you will be able to:

- Understand how to assess the needs of your firm
- Discover the different available options that can deliver your training
- Review a case study of a successful training implementation

Discuss opportunities for potential program growth

About the Speaker

Matt is a BIM Manager for Thornton Tomasetti, a structural engineering firm headquartered in New York City, New York. He has expertise in Autodesk® products 3ds Max, AutoCAD®, AutoCAD® Architecture, AutoCAD® MEP, Navisworks®, Revit® Architecture, Revit® MEP, Revit® Structure. Matt's responsibilities include managing the customization, deployment, development, documentation, implementation, support & training of all Autodesk® products within the firm. Matt has also worked with several project teams to ensure that models are accurately modeled for coordination for Navisworks® usage. Prior to joining Thornton Tomasetti, Matt worked in the Autodesk reseller channel as a BIM Implementation Specialist to guide multiple firms' Autodesk® Building Design Suite adoption and implementation. He is based in Thornton Tomasetti's Philadelphia, Pennsylvania office.

Roundtable Meeting Outline & Agenda

Topic 1 – Evaluating Existing Training Procedures

Taking a look at the current training landscape may be the most important step during the process of creating a new training program. Understanding what has and/or hasn't worked in the past will allow you to have a basis of information on which to build upon for the NEW program you are planning to develop.

Questions for Consideration:

- What have we tried before?
- What has worked?
- What hasn't worked?
- What kind of feedback has been received?
- Are people eager to participate?

Topic 2 – Obstacles prior to Implementation

Identifying possible obstacles as early as possible will prevent these obstacles from becoming full-on roadblocks. However, not everything can be accounted for, you aren't psychics after all, therefore a little flexibility must be available. Shoot for the moon and you'll never do worse than getting the Earth...

Questions for Consideration:

- What can go wrong?
- Who do we need to convince to receive full buy-in?
- What kind of reception is this program going to get?
- What is this going to cost?
- Who is going to perform this training?

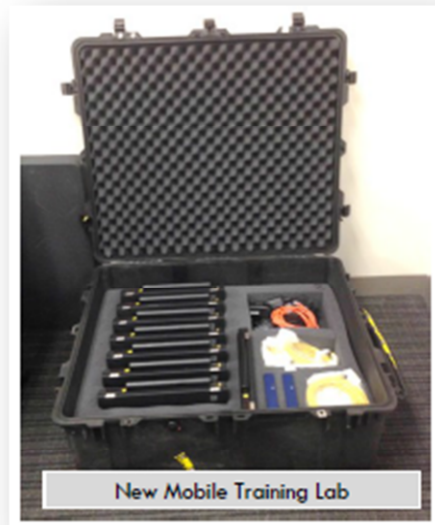


Topic 3 – Implementation Options

Alright – now that we’ve looked at our history and the possible obstacles that we need to overcome, let’s look at what we would like our result to be. Planning a roadmap to success to present to the involved parties would be a great way to ensure that those obstacles stay minor.

Questions for Consideration:

- Do we want to keep this program in-house? Outsource? Combination?
- What are the goals we would like to accomplish? How would they benefit the firm?
- How can we ensure participation?
- What is the syllabus going to consist of?



Topic 4 – Results

After a couple trial runs of your program and a little bit of time, now you can start to gather feedback to evaluate the success of the program, begin to plan for modifications or expansions and last, but not least, for a well-deserved pat-on-the-back.

Some of the feedback from the recent training

"I had many questions that were often very focused on unique issues I have had in my experiences on TT projects and he managed to work these into the general discussion to the benefit of the other participants. Overall, I felt this was time well spent and everyone having this basic knowledge in Revit will be valuable to the company."

"In our class, we went through the material faster than expected, and with our extra time we created a more complicated parametric family using a real-world example."

Questions for Consideration:

- How can we assess the success of the program?
- What is the Return on Investment?
- What is the internal perception of this program?