Key Benefits

Business performance impact

• **Strategic alignment** of learning and development roadmaps with business performance

• **Leadership development** competencies and behaviors for individual performance

• **Performance analytics** identify and measure key performance indicators

• **Performance innovation** through team collaboration for process improvement

Workforce and Business Performance Solutions

Aligning your learning and development strategy with business performance is critical. Today’s organizations must find innovative solutions that unlock and leverage untapped potential in their systems, processes and people. An added challenge — keeping leaders trained and up-to-date with changing learning standards and advances in technology.

Performance Solutions

Raytheon Professional Services enable clients to meet these challenges through its performance solutions capabilities. Our highly experienced consultants help organizations measure the effectiveness and efficiency of their learning system and environment, to develop best-in-class learning solutions.

The solution partnership begins with understanding your goals, objectives and needs of your existing strategy. We collaborate with key individuals and assess the current process. We identify targeted solutions that can be quickly adapted. We guide organizations to achieve next level performance and growth while giving their people the skills needed to prosper and develop.
Strategic Alignment
Less than 8 percent of companies’ learning strategies are effective on individual and organizational performance. Many organizations develop strategic plans in isolation. This can result in fragmented initiatives with competing priorities and untethered budgets. RPS helps leaders rethink the way strategies are aligned and integrate key result areas for individual and business performance. Our nontraditional approach to strategic roadmap development identify innovative solutions that can be adapted to the unique needs of the organization.

Leadership Development
Only 27 percent of organizations believe their leadership is prepared for success in today’s work environment. Strengthen your leadership skills with fresh thinking and gain new perspectives resulting in innovative opportunities for profitable growth. Discover proven techniques that will change your thinking forever. Create opportunities to increase your potential for personal and professional achievement. Multiply your value to your organization and drive positive change.

Performance Analytics
Many learning and development organizations seek better ways to apply data analytics improving learning strategy and outcomes. Yet, a recent survey of more than 400 organizations found that most L&D organizations still rely solely on learning tools for their data. By simply analyzing learning data, the focus is on lagging indicators from the past. This practice does not adequately reflect the organization’s current performance and business challenges, nor does it predict future outcomes. In short, learning analytics are only one piece of the puzzle.

Performance analytics use business data and leading indicators to improve performance through learning solutions. Performance analytics combine performance data (tasks and business KPIs) and workforce data (hiring, retention, etc.) with learning data to ensure a strong linkage between learning and business outcomes.

Performance Innovation
Ongoing product and business process innovation drives company revenue growth and competitive advantage. InnovationStation Experience engages the employee’s imagination to think differently about business challenges. Our interactive workshops help to create an environment that stimulates creative thinking, engages employees, and builds an innovative mindset. Our proven continuous process improvement leverages agile methodologies for translating visionary ideas into performance innovations.

Raytheon delivers proven results when customer needs are complex, with high consequence outcomes. This means our solutions must work the first time, every time. Let us put this expertise to work for you. RPS provides learning solutions that will reduce variance and risk, while increasing speed to proficiency to help ensure your success.

About Raytheon Professional Services
Raytheon Professional Services LLC is a leading provider of learning services and training outsourcing. RPS helps businesses meet their critical objectives. We design, implement and manage customized and scalable training solutions to increase efficiency and effectiveness, anytime, anywhere.

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