



ARCHITECT™ Raytheon Professional Services

Benefits

- Aligns the training investment with key priorities and organizational objectives
- Analyzes an organization's training, workflow and processes to identify key learning opportunities that impact results
- Focuses curriculum design on critical job areas
- Identifies and addresses gaps in individual employee knowledge that impact overall performance
- Ensures that learning objectives track with on-the-job performance metrics
- Delivers learning sequentially and in the most cost-effective medium
- Associates certification testing with appropriate training objectives

Before planning a building's form, an architect must understand its function: not only the owner's objectives but also how its occupants will use it. Similarly, an effective training program must be aligned not only to an organization's goals, but also to what people do on the job, and the skills they need to perform. And it needs to ensure that its certification programs are measuring the right skills to be successful.

Raytheon Professional Services' (RPS) Architect™ takes a design-before-you-build approach to learning that helps organizations align curriculum to performance — and people to results.

By understanding what drives your organization's success, Architect™ helps organizations identify gaps in learning that impact performance, and resolve those gaps with the right curriculum — delivered in the most cost-effective medium.

Through comprehensive analysis of your business, RPS will design a well-organized, streamlined learning curriculum that measures the right skills, providing a blueprint for taking your training to the next level.

Raytheon

Creating a blueprint for efficient and effective learning

The Process

If it's time for your organization to take a hard look at the effectiveness of its training function, Architect™ provides a proven, cost-effective approach to curriculum design that delivers measurable results.

The Architect™ methodology encompasses a comprehensive analysis process that tailors training to specific learning objectives, generating the building blocks for performance-driven lessons, modules and courses. Aligned to the industry standard ADDIE model, the process outputs include curriculum data and design specifications, such as:

- Comprehensive task lists for all work areas
- Prioritization of all work tasks
- Association of on-the-job performances with learning objectives
- Assignment of learning objectives to appropriate instructional delivery methods
- Sequencing of objectives into lessons, modules and courses
- Alignment of certification test metrics with learning objectives
- Providing Training program metrics that outline the entire curriculum

Comprehensive Analysis

Architect™ offers a flexible approach to analysis that can be applied to any commercial enterprise or government sector, and has been implemented across multiple industries — including manufacturing, technical services, utilities, aerospace, sales and financial services. Because it is a comprehensive analysis process, Architect™ is ideally suited to organizations facing challenges from:

- A large, distributed workforce, across multiple locations, languages and cultures
- Decentralized training, and the need for an overarching plan
- Pending retirements, and the need to capture and document currently available expertise
- Uncertainty about what knowledge or skills are necessary for performance, what gaps in learning exist and the most efficient way to fill those gaps

Compliance and Regulatory Requirements

Architect™ takes a total systems approach to learning that starts with understanding an organization's unique culture, traditions and realities and then analyzing current processes to develop an optimized learning program that aligns to organizational goals. Once the curriculum is designed, developed and implemented, we measure effectiveness to ensure that training continually delivers the right results.

The Architect™ process is a highly collaborative intersection of RPS analysts, subject matter experts and customers. This close relationship ensures that outcomes align with stated expectations, driving ROI for your training investment.

About Raytheon Professional Services

RPS is a global leader in learning services and outsourcing. RPS helps businesses meet their critical objectives by redesigning, implementing and managing efficient training solutions that align their employees, customers and partners to perform.

If you need consultation for designing your new training or redesigning your existing training, consider the expertise of Architect™ — delivered exclusively by RPS.

Raytheon UK

Kao One, Kao Park
Harlow, Essex
CM17 9NA

raytheon.com/uk



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