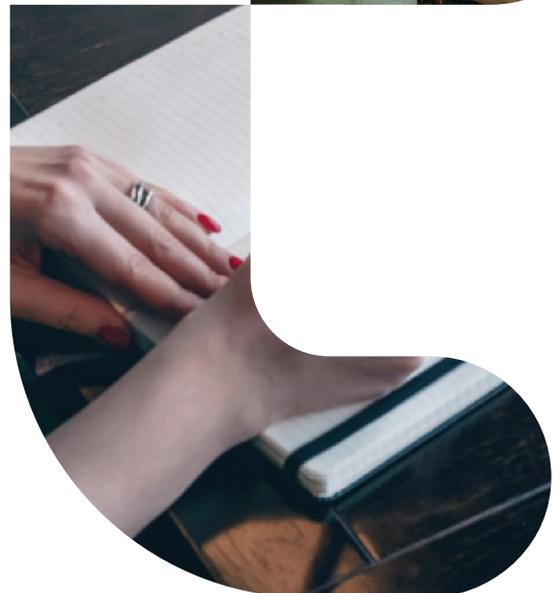




# Solution Overview

The power to transform workforce training and learning.



## Solution Overview

Realizeit® is on a mission to transform workforce training and drive learning innovation for large scale organizations by maximizing the value of training operations with our first-of-its-kind intelligent technology.

The changing complexion of the workforce and the increasing speed of business leaves training organizations struggling to keep up with the pace and puts them under constant pressure to justify the value of their training programs and their learning system infrastructure. For many, the legacy systems and traditional ways of thinking are no longer effective. Realizeit solves all of these challenges.

Realizeit delivers unprecedented levels of precision in corporate training and learning by leveraging the power of adaptivity and personalization at scale. This allows companies to transform from conventional one-size-fits-all, content-centric learning model to one that is personalized, knowledge-based and performance-linked for every employee. With Realizeit, organizations can significantly optimize workplace training, maximize job performance for every employee and validate their return on investment (ROI) for training. Additionally, continuously measuring each individual's knowledge against their role-based competencies, Realizeit can help uncover potential risks to the operation or brand.

“ Realizeit delivers unprecedented levels of precision in corporate training and learning by leveraging the power of adaptivity and personalization at scale. ”

Our platform is powered by an intelligent and self-learning engine fueled by machine learning. The system continuously shapes the learning experience to deliver the personalized training that learners need to best perform in their individual job and role. It is designed to build confidence and competence in every employee and optimize their learning experience.

Imagine using one system to overcome training challenges across all 'moments of learning', whether it is for a new hire, cross-training, career path changes, or refreshing knowledge on an ongoing basis. In addition, all process changes or regulatory updates can be instantly and verifiably disseminated across the entire enterprise with ease. And, with Realizeit's intelligent ingestion tools, legacy training content can be easily converted into digital, adaptive-ready formats so that it can be leveraged in more engaging, efficient, measurable and, ultimately, more effective ways.

## First of Its Kind

What makes the Realizeit workforce training solution so unique is that it delivers on four essential dimensions that are critical to any performance-minded organization with a large-scale distributed frontline workforce. Those four dimensions are Scale, Precision, Speed of Implementation, and Ease of Management. Delivering on any combination of these dimensions creates value but being able to deliver on all four simultaneously generates exponential value, incomparable to any other platform.

## Scale

### Need

Companies with a large frontline workforce distributed across multiple locations (domestically or globally) are challenged every day to provide effective and uniform employee training throughout the entire organization. It is a constant struggle to manage the dissemination and validation of new and updated information across their vast and diverse operations at the velocity with which the business moves and changes occur.

### Realizeit's Solution

Realizeit is the only personalized adaptive learning platform that is purpose-built for enterprise scale. Its scalable technology architecture allows organizations to effectively orchestrate workforce training on a global scale and manage it with ease across time zones, in multiple languages, and for a wide array of roles. Regardless of the time zone, location or position, each individual receives the exact level of knowledge required at a given point in time to perform their role efficiently and safely.

## Precision

### Need

Business leaders envision a workforce training solution whereby employee training and job performance are directly linked and measurable. Organizations need a training and learning system that does more than just deliver content and track completions - they must assure competency. To prove value, companies need a persuasive way to demonstrate how training effectiveness drives employee performance on the job.

### Realizeit's Solution

Realizeit provides organizational leaders with a comprehensive macro and micro view of their workforce current knowledge state - knowledge gaps and areas of strength. Training leaders rely on the Realizeit platform to collect, synthesize, and act precisely on an array of real-time data.

Realizeit's unique combination of machine learning and other platform capabilities make it the ideal system to precisely measure and assure each employee's knowledge and role-based competencies in each operational context.

## Speed of Implementation

### Need

Large organizations often shy away from real transformation in workforce training due to the time and resources it takes to undergo implementation and change management. Training leaders fear the level of effort required to migrate legacy content and/or they lack the required talent to innovate from conventional to modern models of training aided by machine learning. It can be challenging to implement a change of this magnitude across their entire entity in a short amount of time.

### Realizeit's Solution

With Realizeit, organizations can now migrate their legacy content without the heavy lift often associated with migration, thus generating instant value for the company. Realizeit's intelligent ingestion tool enables learning designers to rapidly transform their legacy training manuals in a matter of hours (not days or weeks) to generate mobile-first and adaptive training programs with minimal manual effort. Overcoming this adoption barrier single-handedly eliminates a primary objection to training transformation.

In addition to significantly simplifying and streamlining the implementation process, the Realizeit ingestion tool also provides the added advantage of improving the integrity, accuracy, and the reusability of existing content.

## Ease of Management and Integration

### Need

Most large-scale operations are dynamic and complex. Implementing a new enterprise-wide training technology evokes many questions - "How complex will the implementation be?", "How will the new platform co-exist or interoperate with current tools?", and "Are there additional resources required post-implementation?" A prime objective is always to minimize any additional strain or stress on support teams and technology infrastructure.

### Realizeit's Solution

Realizeit is purpose-built to provide an easy and integrated way to manage the complexity of personalized learning and training at scale - from scheduling, planning, and delivery to ongoing knowledge and competency management. Its cloud-hosted, software as a service (SaaS) environment fits seamlessly into the existing ecosystem.

Realizeit exposes all aspects of its system through web services and APIs that allows organizations to fully customize their interface skins and most importantly - the user experience.

## Quantitative and Qualitative Value Creation

**Transform operational training to be more relevant and adaptive to meet the dynamic needs of the workforce in the flow of work.** The Realizeit system allows businesses of all sizes to offer targeted, just-in-time personalized training experiences — in-field, online, or in-class — using a wide array of learning techniques that range from trainer-assisted on-the-job-training to self-directed learning. The platform empowers organizations to transform operational training to become more engaging, relevant, and adapted for their workforce by understanding exactly what every employee needs, tailoring the learning to the current knowledge gaps in their roles, and by making the content available anywhere, anytime, and on-demand in a mobile-first digital experience.

**Reduce the annual number of training hours/days per employee through optimization, thereby lowering costs and increasing productivity.** The Realizeit technology helps organizations optimize and modernize their employee training methods, tools, and processes, which ultimately results in lower workforce costs and increased productivity. The system ensures that each trainer/trainee can access and use the most up-to-date and relevant training content at the point of need, which helps keep training aligned with the flow of work ... reducing training time and enhancing productivity.

Machine learning fuels the Realizeit technology, enabling the platform to intelligently map an employee's skills on one job to another. Therefore, when cross-training an individual for a new role, the system is able to personalize the learning pathway for that employee and zero in on only the knowledge elements required for them to complete their training. As a result, trainers are scheduled only for the optimized time, saving training dollars.

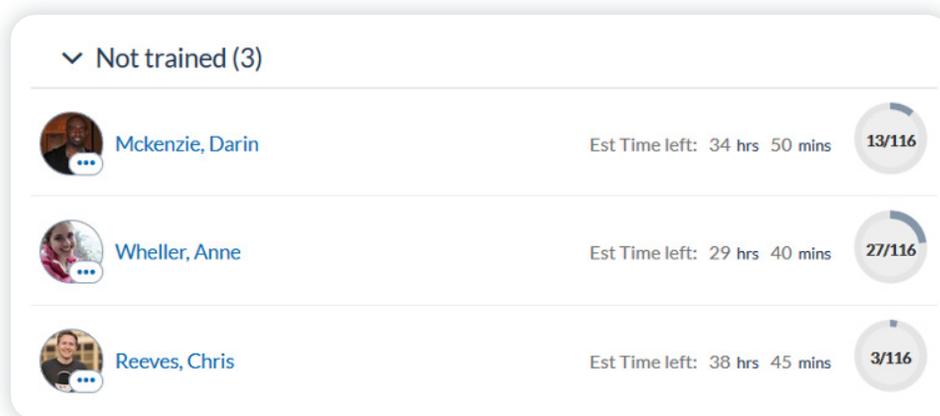


Figure 1. Dashboard reports show trainers each employee's training progress and personalized learning path.

**Provide managers with visibility and confidence that the frontline workforce is continuously qualified to perform their roles to deliver on the brand value and promise.** Large enterprises with a distributed workforce across many locations face the challenge of continuous updates and changes to job requirements which can risk competency erosion on the frontlines. The Realizeit platform offers these organizations a system of record for each individual's operational status by aligning the core training regimen with each role's qualification requirements ... thus maintaining a real-time operational status view of each employee in each job. Realizeit provides leaders the confidence they desire in their workforce being continuously qualified to perform optimally in their roles, and to ensure that new hires are sufficiently trained to confidently and competently execute their new positions.

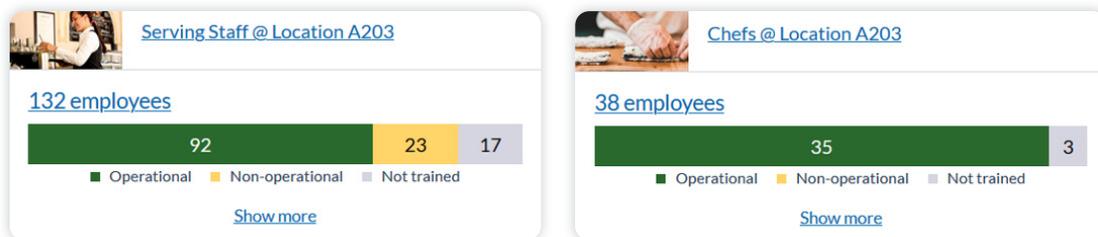


Figure 2. Dashboard reports show trainers the operational status of their employees by location/department/group.

**Introduce a more precise methodology to measure, analyze, and report on the efficacy of training in service to operational performance and training ROI.** Realizeit has configurable dashboards for hands-on training, which allow trainers to manage an array of learning requirements effectively and efficiently. This is enabled by real-time access to the most up-to-date and relevant digital content on any device (even with limited Wi-Fi), providing instant visibility into each individual trainee's progress, the ability to easily set tasks, to record notes, and to assess training performance and learning proficiency.

In addition, the training analytics data is aggregated for at-a-glance reporting to upper levels of management further aligning resources to be focused and optimized on the most pressing operational priorities. Compare that to conventional corporate training methods that put an emphasis on delivery and completion, making it extremely difficult to understand the actual competence level and the exact role-based knowledge of a distributed workforce which introduces risk, but also opportunity to elevate performance.

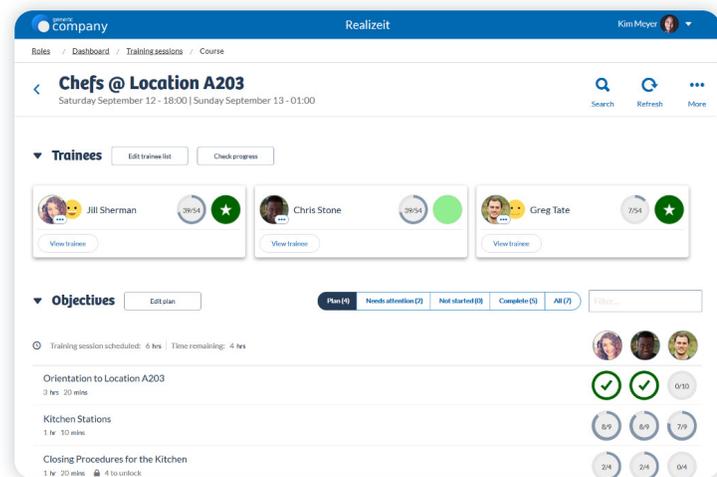


Figure 3. Dashboard reports give trainers an overview of each employee's training progress, mastery rating, and confidence level.

## In Conclusion

By unleashing the power of real-time data and analytics, businesses can continuously optimize their training operations to improve the ROI associated with their workforce training. Operational and training managers can positively impact both quantitative and qualitative ROI measures, such as: reducing the number of hours required for training, decreasing the number of errors in content materials, and improving the performance and engagement of frontline workers.

Realizeit serves as the training orchestration system for personalized and adaptive learning that delivers results quickly and sustainably over the long term. It is the enabling platform that allows organizations to demonstrate meaningful training ROI year over year.



### A Multi-Award Winning Solution Provider

Realizeit has been recognized and certified as a Smartchoice® Preferred Solution Provider. In addition, Realizeit has received 2020 Excellence in Technology awards for AI and Machine Learning (Gold) as well as Learning Management Technology (Silver). The Brandon Hall Group confirmed that Realizeit adaptive learning technology delivers unprecedented levels of precision at scale in corporate training for workforce trainers and learners.

**Realizeit**

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