

Problem: A Federal Agency needed to train all of its executive and management leaders to provide training in best practices for performance feedback to the frontline managers and employees in each of the state offices.

Solution: Designed Action Learning and Performance Management Leadership online training which Deborah and an instructional team delivered to audience of Executive and Senior Managers on the Blackboard LMS platform. Online instructional content implemented Dr. Waddill's Action e-Learning© methodology. Training approach offered an innovative, highly interactive, multi-media rich, learning environment with video and scenario-based podcasts.

Outcomes: Metrics coupled with pre/post program assessment gauged skill development. The asynchronous courseware was used to train approximately 90 leaders in performance management over a one-month timeframe online. The courseware was nominated for the Graduate School USA's Deming Award.