

There are two folders in this export.

"Excel" folder

You can open these files directly in Excel.

"CSV" folder

These files are simply comma delimited. If you want to open them in Excel, you'll need to follow these steps:

1. Open Excel and click on the File > Open option
2. Click on the file title that you moved to your desktop. It will be named "sheet_1.csv." You may need to change the file filter in the dialog to "all files".
3. The Text Import Wizard will open up and you will go through the following steps:

Make sure that Delimited is selected, and then click Next.

On the next page, make sure that Comma is the only checkbox selected.

Make sure that "Text" is selected in the next prompt.

Click the Finish button to open the file correctly.



survey title:

e-Learning for Organizational Transformation [Edit Title](#)

[design survey](#)

[collect responses](#)

[analyze results](#)

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Response Summary

Total Started Survey: 75
Total Completed Survey: 53 (70.7%)

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Page: Access to e-Learning

1. Approximately what percentage of your organization has access to e-learning?



answered question 75

skipped question 0

2. Please rank-order your current methods of e-learning delivery. ("First" should indicate your most common delivery method, "Second" the next most common, etc.)

	Asynchronous (anytime web-based training)	Synchronous (live web-based or satellite training)	Blended learning (e-Learning & classroom)	Mobile training (PDA, iPod, etc.)	Other	Response Count
First	56.8% (42)	9.5% (7)	24.3% (18)	1.4% (1)	8.1% (6)	74
Second	20.9% (14)	35.8% (24)	34.3% (23)	3.0% (2)	6.0% (4)	67
Third	16.0% (8)	38.0% (19)	36.0% (18)	2.0% (1)	8.0% (4)	50
Fourth	0.0% (0)	4.5% (1)	9.1% (2)	54.5% (12)	31.8% (7)	22
Fifth	0.0% (0)	0.0% (0)	9.1% (1)	45.5% (5)	45.5% (5)	11


Other (please specify) [view](#) 9

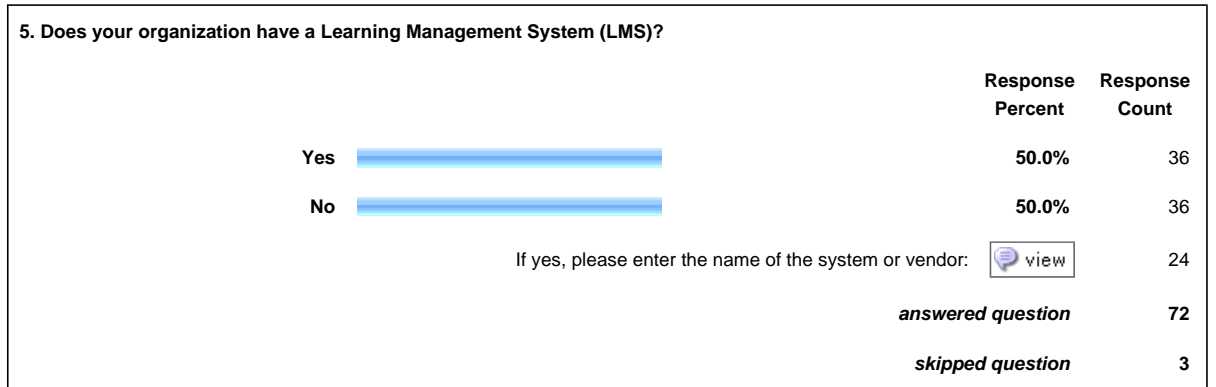
answered question 74

skipped question 1

3. How is this e-learning generally accessed? (In rank-order with "First" representing the primary method.)

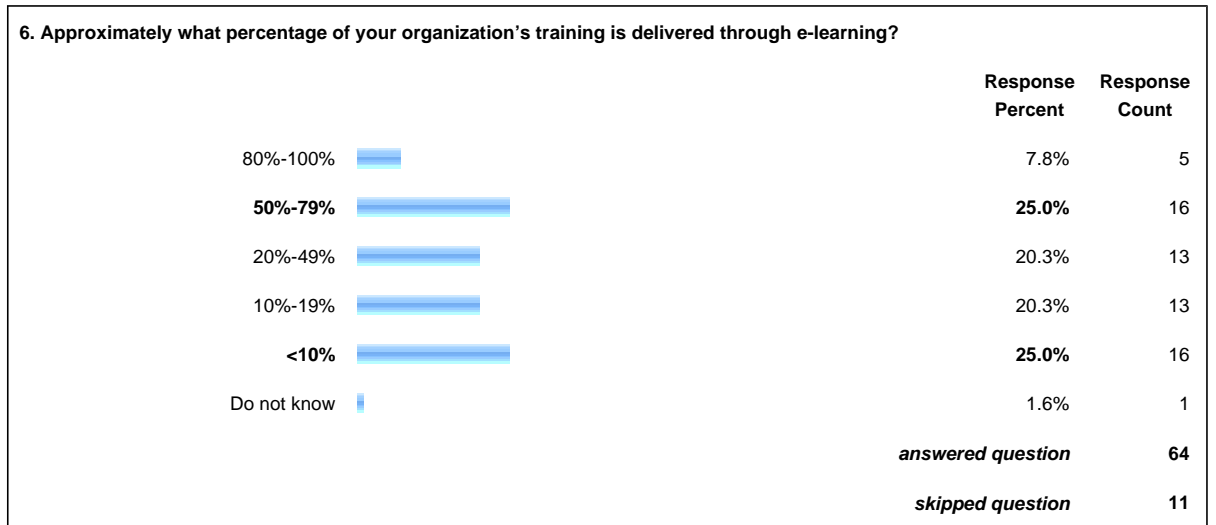
	Training site	Work site	Mobile devices	At home	Other	Response Count
First	17.6% (13)	66.2% (49)	1.4% (1)	12.2% (9)	2.7% (2)	74
Second	37.3% (22)	33.9% (20)	3.4% (2)	23.7% (14)	1.7% (1)	59
Third	26.3% (10)	2.6% (1)	21.1% (8)	42.1% (16)	7.9% (3)	38

Fourth	13.3% (2)	0.0% (0)	53.3% (8)	26.7% (4)	6.7% (1)	15
Fifth	33.3% (2)	0.0% (0)	33.3% (2)	0.0% (0)	33.3% (2)	6
Other (please specify) 						2
answered question						74
skipped question						1



Show this Page Only


Page: Courses




7. How many e-learning courses does your organization currently offer?

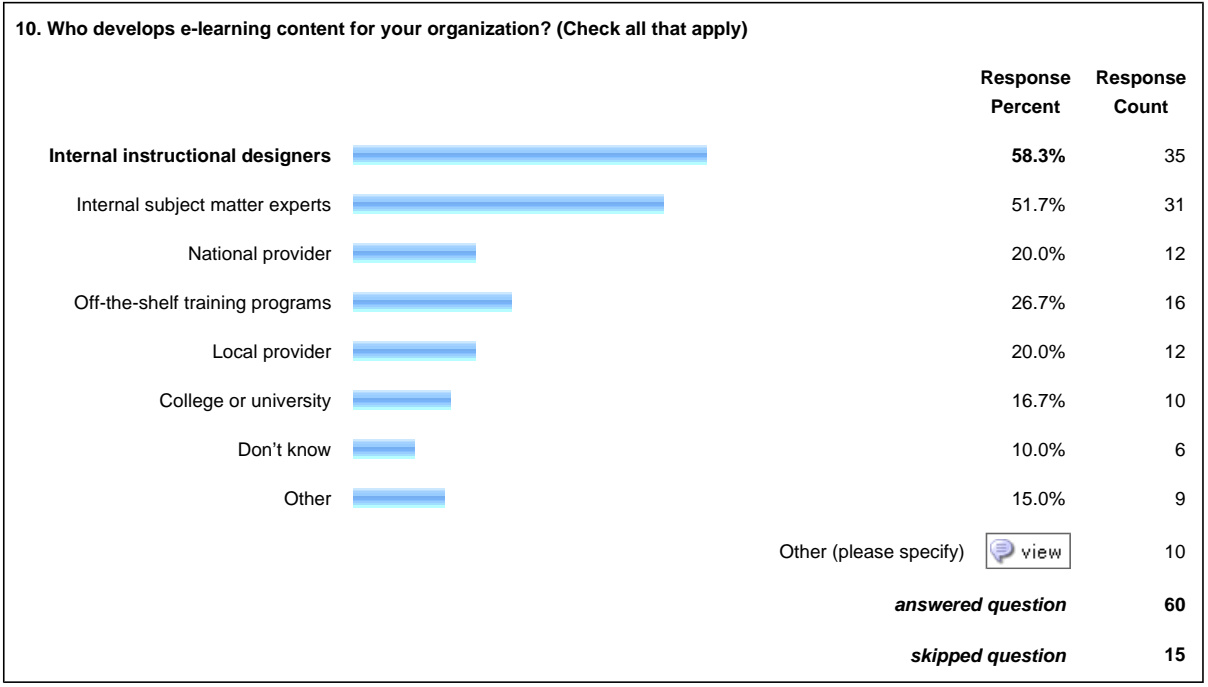
	Response Count
 view	51
answered question	51
skipped question	24

8. What kinds of e-learning courses are offered? (Check all that apply)

	Response Percent	Response Count
Undergraduate online college courses	21.0%	13
Graduate online college courses	16.1%	10
Doctoral online college courses	3.2%	2
Soft Skills (communication, team building, interpersonal skills, etc.)	54.8%	34
Technology (computers, networking, information systems, etc.)	71.0%	44
Technical (career or job-specific—ie finance, skilled trades, engineering, CAD, etc.)	48.4%	30
Management or leadership development (separate from Soft Skills)	43.6%	27
HR subjects (orientation, HIPPA, ethics & compliance, etc.)	50.0%	31
Quality	30.7%	19
Safety (OSHA, etc.)	32.3%	20
Product	40.3%	25
Sales	33.9%	21
Regulatory (environmental, compliance, etc.)	30.7%	19
Security	22.6%	14
Other	14.5%	9
Other (please specify)  view		9
answered question		62
skipped question		13

9. What are the top three training topics currently offered?

	Response Percent	Response Count
 view	100.0%	45
 view	88.9%	40
 view	84.4%	38
answered question		45
skipped question		30



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Page: Need & Theory

11. Most important drivers of e-learning in your organization.


	Changing organization demands	Evolving learner requirements or preferences	Cost/budget constraints	New technology	Changing workforce dynamics and demographics	Market expansion or revenue improvement	Response Count
First	30.9% (17)	29.1% (16)	3.6% (2)	12.7% (7)	14.5% (8)	9.1% (5)	55
Second	18.5% (10)	16.7% (9)	18.5% (10)	16.7% (9)	14.8% (8)	14.8% (8)	54
Third	14.0% (7)	22.0% (11)	22.0% (11)	26.0% (13)	8.0% (4)	8.0% (4)	50
Fourth	20.0% (8)	20.0% (8)	10.0% (4)	22.5% (9)	15.0% (6)	12.5% (5)	40
Fifth	14.3% (5)	8.6% (3)	31.4% (11)	8.6% (3)	28.6% (10)	8.6% (3)	35
Sixth	10.0% (3)	3.3% (1)	20.0% (6)	23.3% (7)	10.0% (3)	33.3% (10)	30
Seventh	0.0% (0)	50.0% (1)	0.0% (0)	0.0% (0)	50.0% (1)	0.0% (0)	2
Other (please specify) view							2
answered question							55
skipped question							20

12. Factors most important to your learners.


	The power to shape their own learning experiences	Immediate and personalized content at the point of need	Predisposition to obtain information and knowledge from others (mentoring)	Response Count
First	22.2% (12)	64.8% (35)	13.0% (7)	54
Second	52.0% (26)	16.0% (8)	32.0% (16)	50
Third	29.3% (12)	14.6% (6)	56.1% (23)	41

Fourth	0.0% (0)	0.0% (0)	0.0% (0)	0
			Other (please specify)  view	3
			answered question	54
			skipped question	21

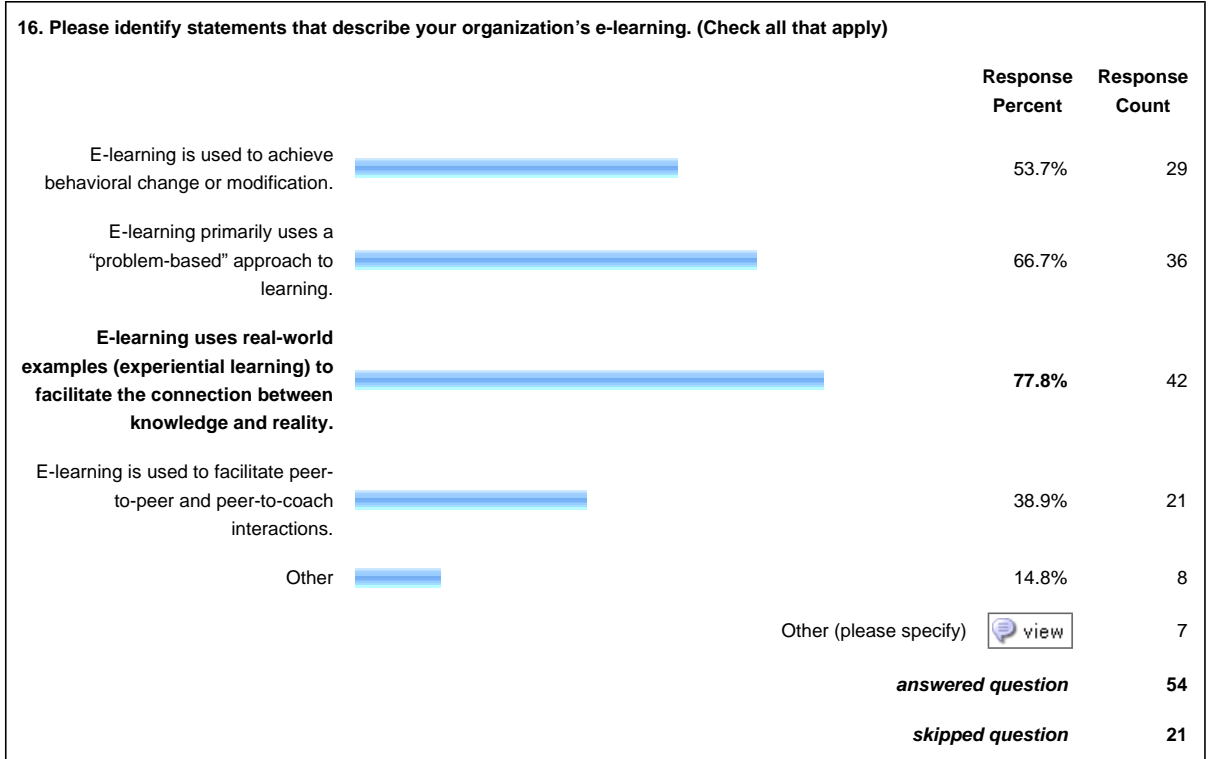
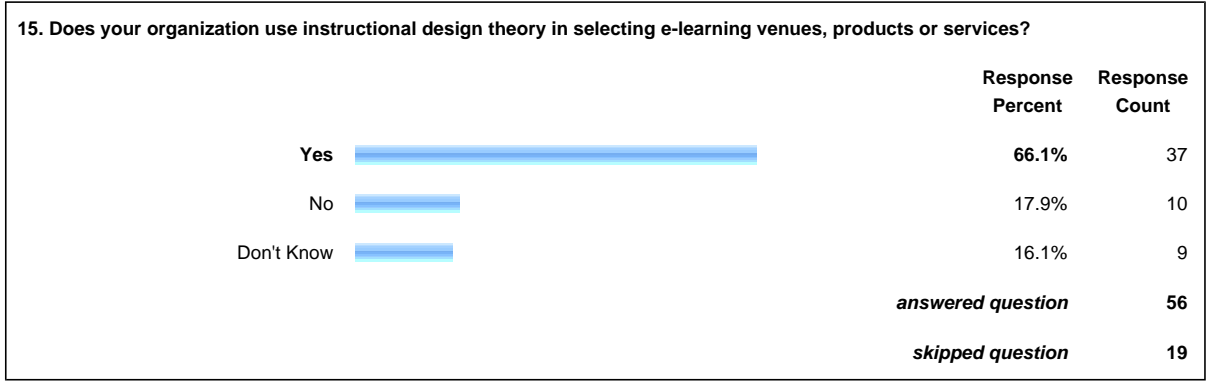
13. What methods has your organization used to identify e-learning needs? (Check all that apply)

	Response Percent	Response Count
Requests	67.9%	38
Focus groups	35.7%	20
E-learning survey	28.6%	16
Interviews	32.1%	18
Written survey	16.1%	9
Have not used any method	8.9%	5
Don't know	12.5%	7
Other	10.7%	6
	Other (please specify)  view	9
	answered question	56
	skipped question	19

14. Please identify the formal process steps your organization consistently applies to e-learning efforts: (Check all that apply)

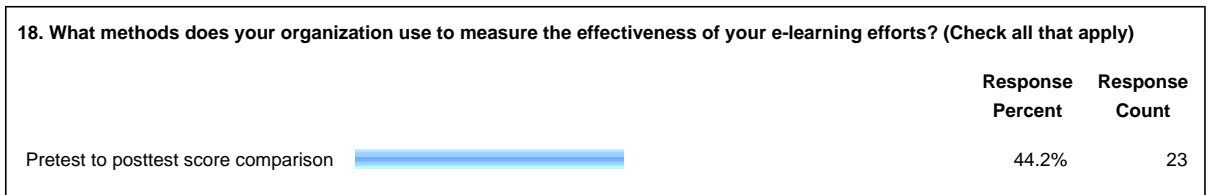
	Response Percent	Response Count
Needs analysis	78.4%	40
Task analysis	54.9%	28
Written instructional design strategy	58.8%	30
Written course design guide or design document (separate from course construction)	58.8%	30
Course construction (scripting, authoring, programming, etc.)	68.6%	35
Formal evaluations: (prior to implementation or delivery)	56.9%	29
Alpha testing	43.1%	22
Beta testing	39.2%	20
Usability testing	52.9%	27
Written implementation plan	33.3%	17
Written data collection/evaluation strategy	39.2%	20
Published data and/or evaluation reports	31.4%	16
Other	15.7%	8
	Other (please specify)  view	8
	answered question	51

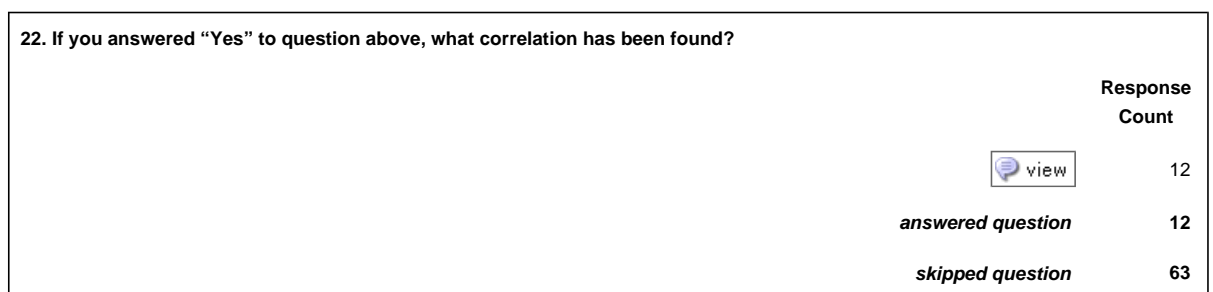
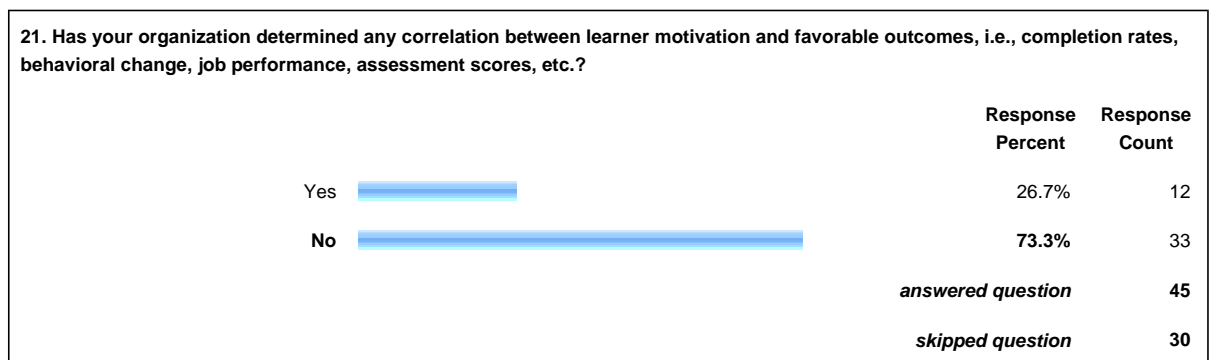
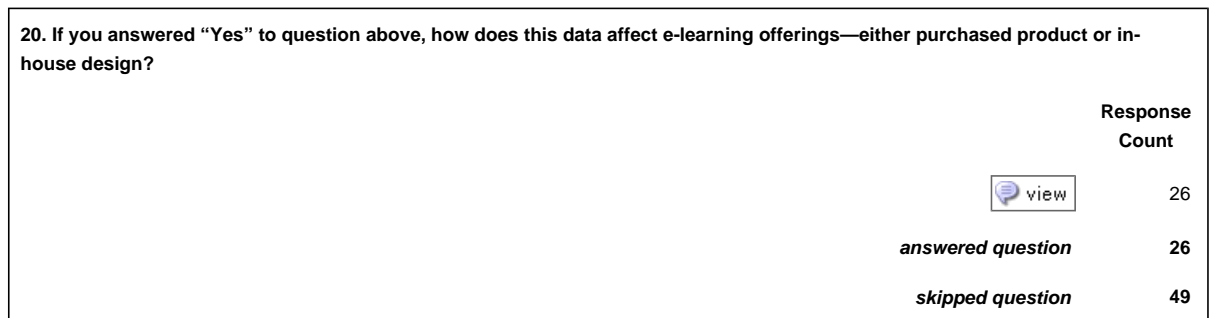
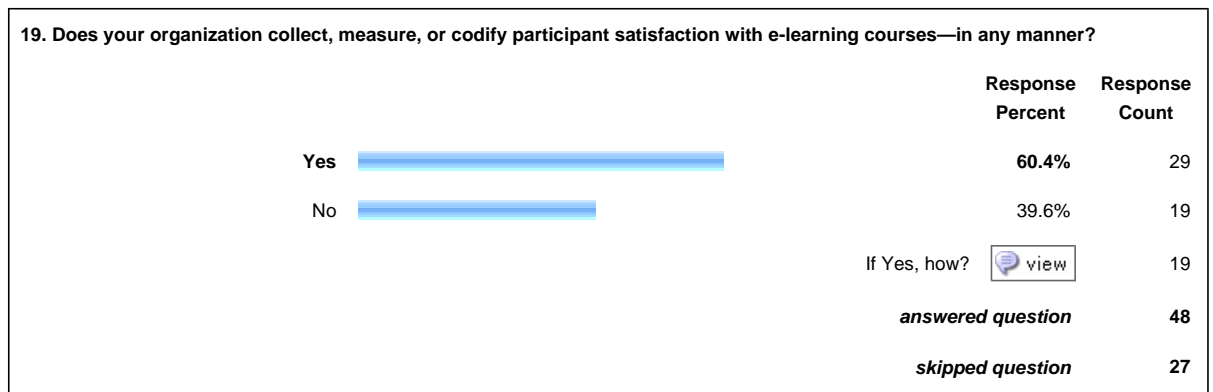
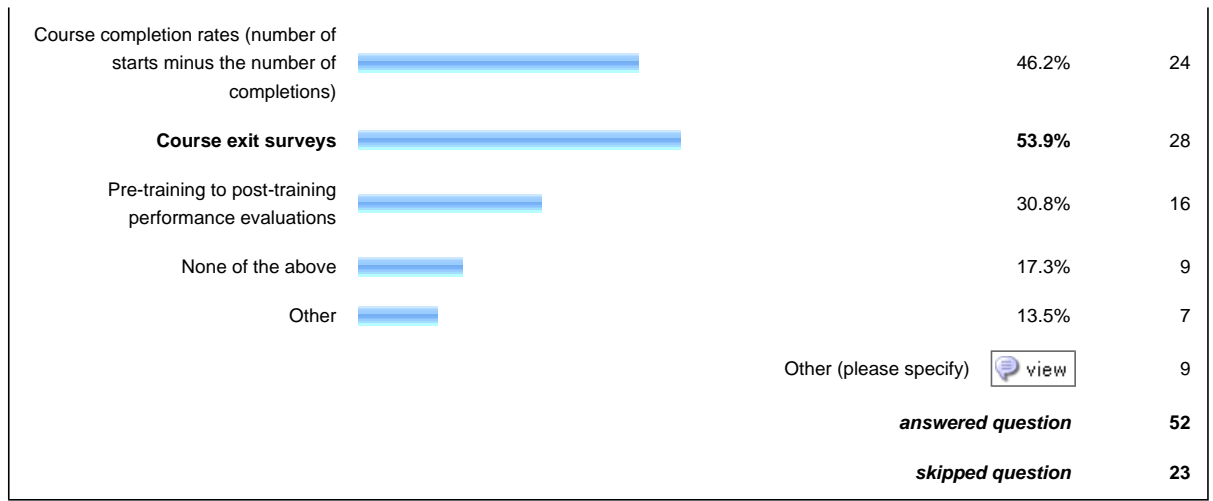
skipped question **24**

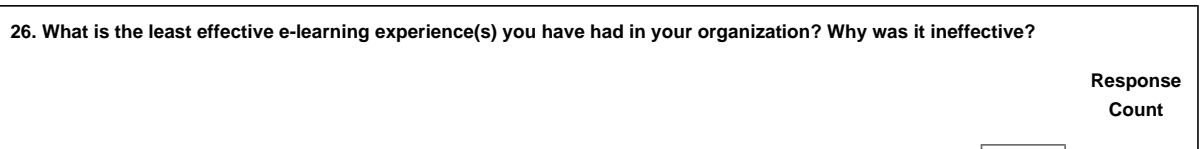
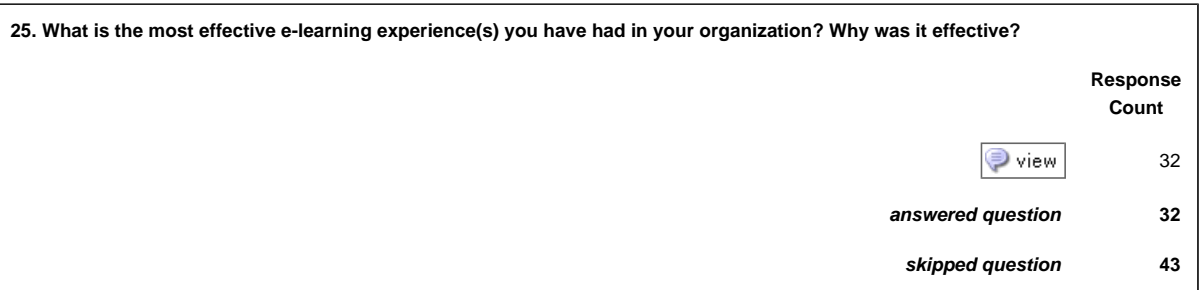
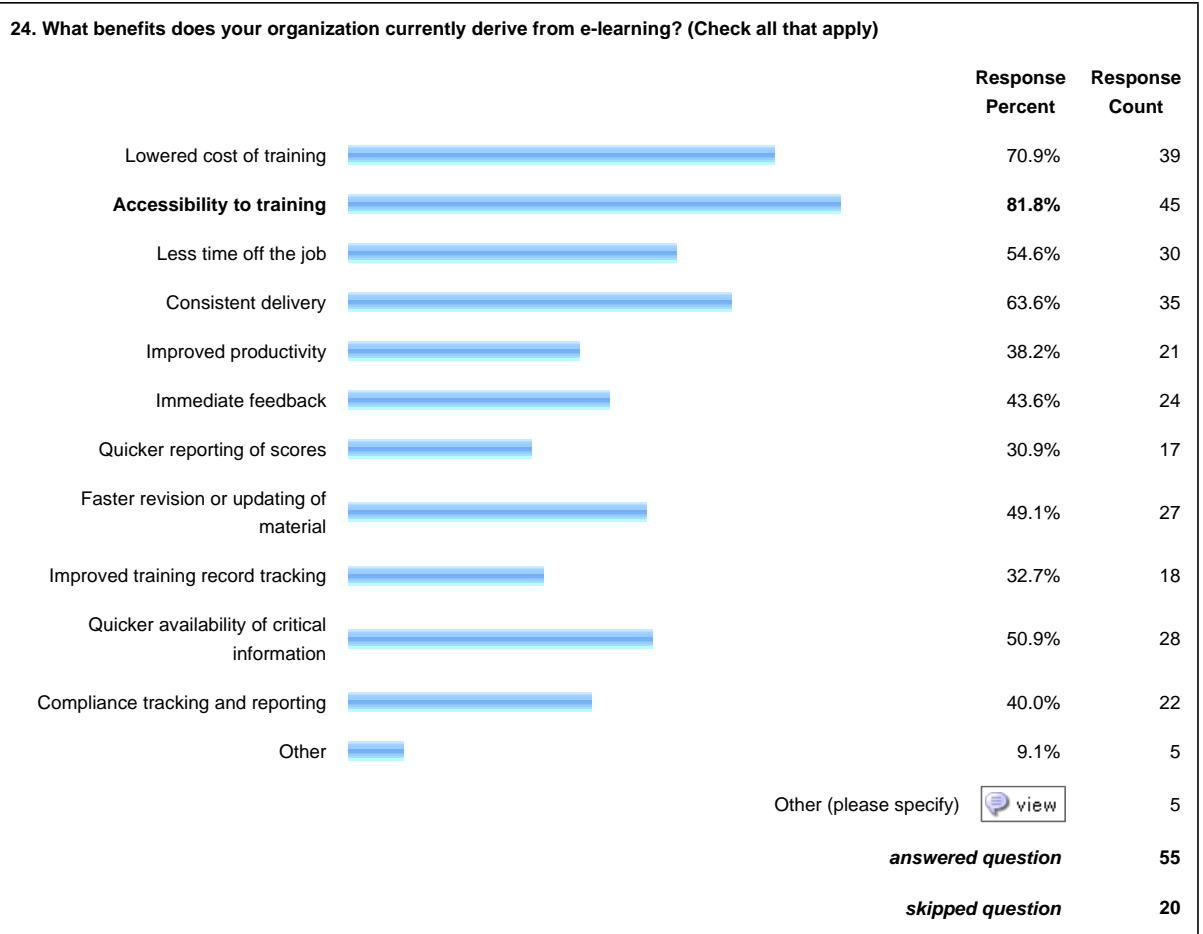
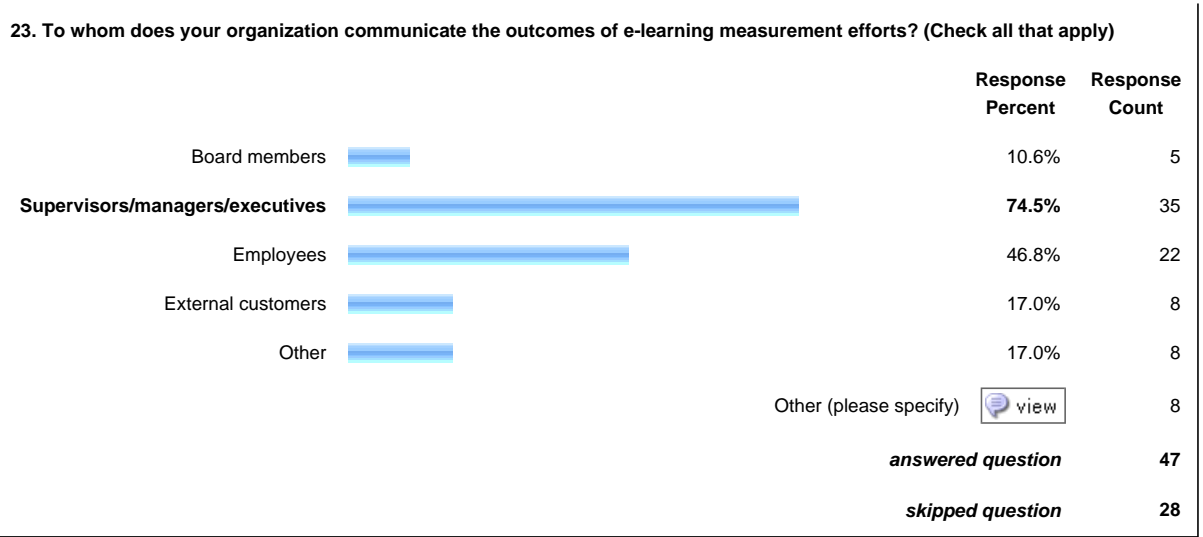


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Page: Outcomes & Value
























 view	28
answered question	28
skipped question	47


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Page: Future

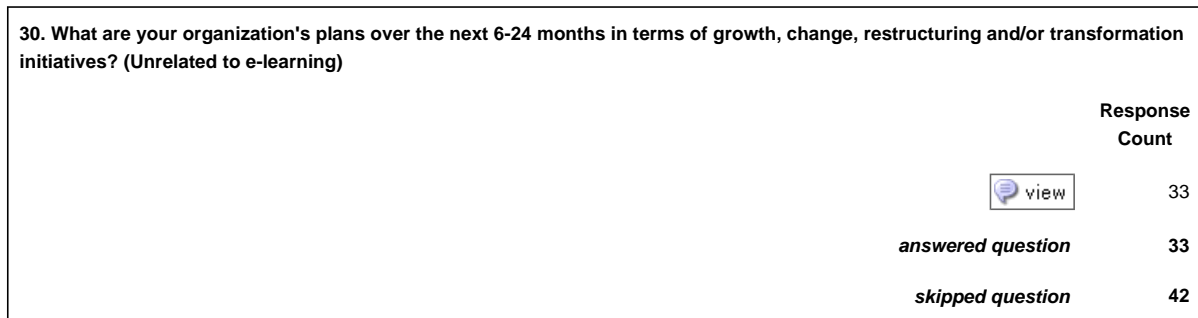
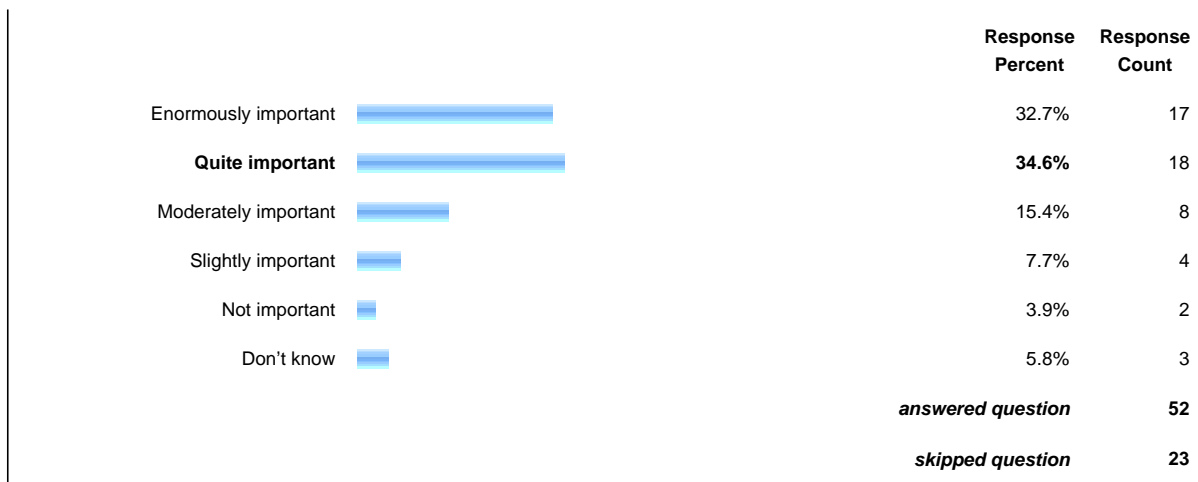
27. What are the primary constraints or challenges your organization currently faces with e-learning? (Please rank your choices, with "1" indicating the biggest constraint, "2" the next biggest, etc.)

		Response Average	Response Total	Response Count
 view	Course effectiveness	4.45	98	22
 view	Executive buy-in (the lack of it)	6.05	121	20
 view	Conflicting priorities	4.09	94	23
 view	General budget constraints	3.90	113	29
 view	High development costs	4.09	90	22
 view	Lack of e-learning expertise	3.45	76	22
 view	Time constraints	3.54	92	26
 view	Employee resistance	5.28	95	18
 view	Lack of computer skills	5.53	94	17
 view	Language barriers	9.29	130	14
 view	Literacy	11.36	125	11
 view	Turn-over issues	9.33	112	12
 view	Labor/contract issues	13.73	151	11
 view	Network/server capacity	8.53	128	15
 view	Employee access to technology tools	7.73	116	15
 view	Facilities	10.64	117	11
 view	Other	2.50	20	8
	answered question			47
	skipped question			28

28. If you answered "Other" to question above, please specify.

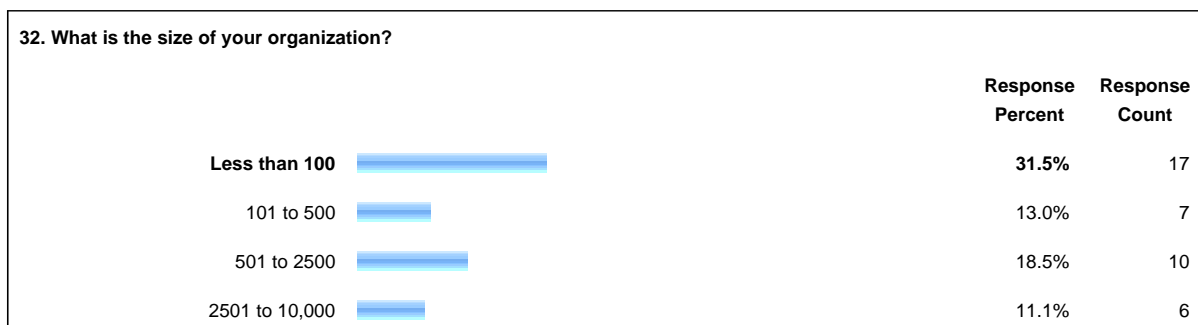
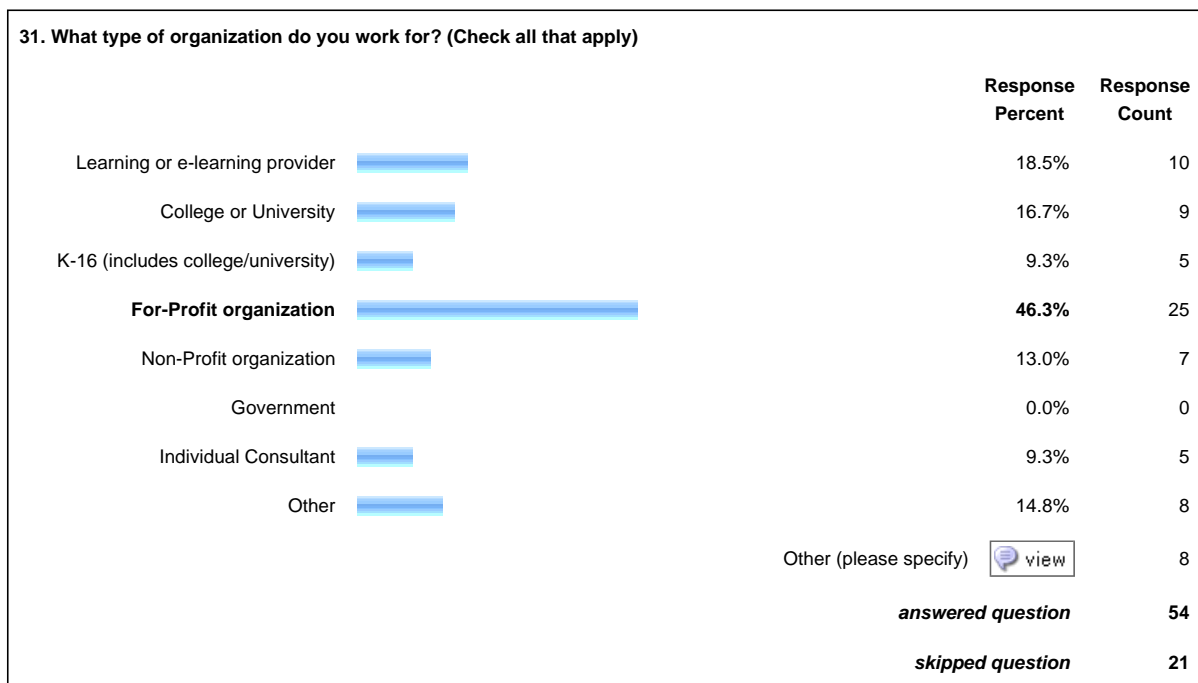
	Response Count
 view	8
answered question	8
skipped question	67

29. How important is the establishment or improvement of the e-learning program to your organization?



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Page: Company: Background



10,000 to 50,000		5.6%	3
50,000 or more		20.4%	11
answered question			54
skipped question			21

33. What is the average level of education of your workforce?

		Response Percent	Response Count
High School		9.3%	5
Bachelors		48.2%	26
Masters		25.9%	14
Ph.D.		5.6%	3
Don't Know		11.1%	6
answered question			54
skipped question			21

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Page: Respondent: Background

34. What is your role in the organization? (Select one.)

		Response Percent	Response Count
Executive (CEO, CFO, President)		15.1%	8
Management (Director, Manager, Administrator, Supervisor)		39.6%	21
IT Services or Technical Services		1.9%	1
Human Resource Generalist		0.0%	0
Project Manager		5.7%	3
Consultant/Subject Matter Expert		9.4%	5
E-Learning Instructional Designer/Developer		17.0%	9
E-Learning Instructor		1.9%	1
Other		9.4%	5
Other (please specify)	view		4
answered question			53
skipped question			22

35. What department do you primarily work in? (Select one.)

		Response Percent	Response Count
Training or Education		40.4%	21
Administration/Management		9.6%	5
Human Resources		11.5%	6
Information Technology		3.9%	2

Sales or Marketing		15.4%	8
Research and Development		7.7%	4
Other		11.5%	6
Other (please specify)	view		8
answered question			52
skipped question			23

36. What is your level of education? (Select one.)

		Response Percent	Response Count
High School		5.8%	3
Bachelors		21.2%	11
Masters		57.7%	30
Ph.D.		15.4%	8
answered question			52
skipped question			23

37. Do you possess any of the following certifications? (Check all that apply.)




		Response Percent	Response Count
Certified Performance Technologist (CPTI) ISPI		36.4%	4
Certified Professional in Learning and Performance (CPLP) ASTD		9.1%	1
Professional in Human Resources (PHR) SHRM		9.1%	1
Senior Professional in Human Resources (SPHR) SHRM		0.0%	0
Project Management Professional (PMP) PMI		9.1%	1
Other		36.4%	4
Other (please specify)	view		5
answered question			11
skipped question			64

38. Over the past 12 months, how many e-learning courses have you taken?


		Response Count
	view	47
answered question		47
skipped question		28

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39. Would you be willing to participate in a follow-up interview or questionnaire related to your responses in this survey? If yes, please enter your email address below.

		Response Percent	Response Count
Yes		64.7%	33
No		35.3%	18
Email Address		 view	30
answered question			51
skipped question			24

40. Don't Forget Your 50% Discount! To qualify for the 50% discount off the ticket price for the 2007 eLearning for Organizational Transformation program in October, enter your email address here. Your 50% off coupon will be emailed to you by September 15, 2007.

	Response Count
 view	35
answered question	35
skipped question	40

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Comments Summary

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	Comment Text	Response Date
 Find	1. classes off site	Fri, 7/20/07 7:24 AM
 Find	2. classroom	Mon, 7/16/07 6:48 AM
 Find	3. Benchmark visits "hands on"	Mon, 7/9/07 10:16 AM
 Find	4. Classroom only	Mon, 7/9/07 5:08 AM
 Find	5. Videoconferencing / Classroom	Thu, 7/5/07 3:56 AM
 Find	6. Third is CD ROM based	Fri, 6/29/07 7:28 AM
 Find	7. Yet to implementy an LMS so e-learning offerings are a future goal.	Thu, 6/28/07 6:31 AM
 Find	8. classroom only	Thu, 6/28/07 5:34 AM
 Find	9. Handouts & desk aids	Wed, 6/27/07 1:38 PM

250 responses per page

Comments Summary

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Displaying 1 - 2 of 2 responses


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Comment Text	Response Date
 Find 1. Blog-site & Wiki's	Thu, 7/5/07 3:56 AM
 Find 2. Yet to implementy an LMS so e-learning offerings are a future goal.	Thu, 6/28/07 6:31 AM

10 responses per page 

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	Comment Text	Response Date
 Find	1. corporate	Mon, 7/23/07 1:29 PM
 Find	2. Amatrol	Wed, 7/18/07 9:59 AM
 Find	3. Ucompass Educator and Blackboard	Wed, 7/11/07 11:43 AM
 Find	4. Blackboard	Mon, 7/9/07 5:51 AM
 Find	5. U360	Mon, 7/9/07 5:08 AM
 Find	6. U360	Fri, 7/6/07 6:07 AM
 Find	7. Docent 5.5 (SumTotal)	Fri, 7/6/07 5:09 AM
 Find	8. sumtotal	Thu, 7/5/07 12:44 PM
 Find	9. Blackboard	Thu, 7/5/07 8:21 AM
 Find	10. Blackboard	Wed, 7/4/07 6:43 PM
 Find	11. Moodle	Tue, 7/3/07 10:41 AM
 Find	12. moodle	Tue, 7/3/07 9:24 AM
 Find	13. STS	Tue, 7/3/07 7:00 AM
 Find	14. LearnerWeb	Tue, 7/3/07 6:26 AM
 Find	15. Digital University	Tue, 7/3/07 4:55 AM
 Find	16. SAP Training & Event Management	Mon, 7/2/07 10:55 AM
 Find	17. The LMS Alliance	Mon, 7/2/07 7:45 AM
 Find	18. Latitude Consulting Group	Fri, 6/29/07 9:38 AM
 Find	19. SABA	Fri, 6/29/07 8:57 AM
 Find	20. GM University	Fri, 6/29/07 8:29 AM
 Find	21. TEDS	Fri, 6/29/07 7:28 AM
 Find	22. SABA	Thu, 6/28/07 6:29 AM
 Find	23. Educator	Tue, 6/19/07 10:18 AM
 Find	24. Ucompass replaced by Angel	Mon, 6/18/07 1:52 PM

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Comments Summary

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
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	Comment Text	Response Date
 Find	1. 18	Thu, 8/2/07 10:30 AM
 Find	2. 3-5	Mon, 7/30/07 12:03 PM
 Find	3. 200	Mon, 7/23/07 1:31 PM
 Find	4. as many as needed	Mon, 7/23/07 6:18 AM
 Find	5. The only 'training' that the organization offers is for refresher on our CRM.	Thu, 7/19/07 12:22 PM
 Find	6. 300	Wed, 7/18/07 10:01 AM
 Find	7. don't know	Mon, 7/16/07 6:50 AM
 Find	8. 17 Professional Development and 82 Academic	Wed, 7/11/07 11:52 AM
 Find	9. one	Wed, 7/11/07 10:37 AM
 Find	10. 3	Wed, 7/11/07 7:02 AM
 Find	11. 1000s	Mon, 7/9/07 11:51 AM
 Find	12. none curently	Mon, 7/9/07 10:19 AM
 Find	13. 25	Mon, 7/9/07 8:35 AM
 Find	14. <10	Mon, 7/9/07 5:52 AM
 Find	15. 200	Mon, 7/9/07 5:28 AM
 Find	16. 600+	Fri, 7/6/07 5:11 AM
 Find	17. 100	Thu, 7/5/07 12:59 PM
 Find	18. 100	Thu, 7/5/07 12:45 PM
 Find	19. ca. 55	Thu, 7/5/07 8:21 AM
 Find	20. 2	Thu, 7/5/07 3:56 AM
 Find	21. 1	Thu, 7/5/07 3:41 AM
 Find	22. Over 200	Wed, 7/4/07 6:44 PM
 Find	23. 85	Tue, 7/3/07 10:43 AM
 Find	24. none	Tue, 7/3/07 9:31 AM
 Find	25. unknown	Tue, 7/3/07 9:25 AM
 Find	26. 10	Tue, 7/3/07 6:28 AM
 Find	27. 15	Tue, 7/3/07 6:08 AM
 Find	28. More than 50	Tue, 7/3/07 4:56 AM
 Find	29. 100's through existing partnerships	Tue, 7/3/07 3:42 AM
 Find	30. 1	Mon, 7/2/07 11:00 AM

 Find	31. 3000	Mon, 7/2/07 7:49 AM
 Find	32. none	Mon, 7/2/07 7:46 AM
 Find	33. 15	Sat, 6/30/07 4:44 PM
 Find	34. Over 100	Fri, 6/29/07 9:40 AM
 Find	35. +50	Fri, 6/29/07 8:59 AM
 Find	36. 10	Fri, 6/29/07 8:55 AM
 Find	37. 3	Fri, 6/29/07 7:51 AM
 Find	38. Over 100 among all training providers	Fri, 6/29/07 7:31 AM
 Find	39. 1	Fri, 6/29/07 6:55 AM
 Find	40. No specific number. Participate as courses become available	Fri, 6/29/07 6:47 AM
 Find	41. 400	Thu, 6/28/07 2:58 PM
 Find	42. 10	Thu, 6/28/07 8:19 AM
 Find	43. 0	Thu, 6/28/07 6:33 AM
 Find	44. 5	Thu, 6/28/07 6:28 AM
 Find	45. purchased as needed	Thu, 6/28/07 6:22 AM
 Find	46. 100+	Thu, 6/28/07 5:35 AM
 Find	47. 100's	Wed, 6/27/07 4:22 PM
 Find	48. Over 50	Wed, 6/27/07 1:39 PM
 Find	49. 5	Wed, 6/27/07 10:25 AM
 Find	50. approximately 85-90 courses	Tue, 6/19/07 10:19 AM
 Find	51. 176	Mon, 6/18/07 1:54 PM

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Comments Summary

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	Comment Text	Response Date
 Find	1. Most of the "e-learning" that occurs is reference to website(s) or files that are stored online. There is some "e-learning" that is done through Webinars and videoconferencing.	Tue, 7/24/07 1:27 PM
 Find	2. diversity	Mon, 7/16/07 6:50 AM
 Find	3. benchmarking web seminars	Mon, 7/9/07 10:19 AM
 Find	4. Hundreds of courses on company-specific processes and procedures	Fri, 7/6/07 5:11 AM
 Find	5. Globalization / Research & Development	Thu, 7/5/07 3:56 AM
 Find	6. Tactical Work Instructions	Mon, 7/2/07 7:49 AM
 Find	7. American pronunciation (accent reduction)	Fri, 6/29/07 8:55 AM
 Find	8. All planned for the future as we currently have no LMS in place	Thu, 6/28/07 6:33 AM
 Find	9. Continuing Education	Mon, 6/18/07 1:54 PM
10 responses per page		<input type="text" value="10"/>

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	Comment Text	Response Date
 Find	1. Dreamweaver	Thu, 8/2/07 10:30 AM
 Find	2. Billing Issues in Medical Insurance	Mon, 7/30/07 12:03 PM
 Find	3. Education in a content area	Tue, 7/24/07 1:27 PM
 Find	4. business processes	Mon, 7/23/07 1:31 PM
 Find	5. Engineering Courses	Mon, 7/23/07 6:18 AM
 Find	6. Electrical and Electrical Control (PLC)	Wed, 7/18/07 10:01 AM
 Find	7. OSHA/MIOSHA health & safety	Wed, 7/11/07 11:52 AM
 Find	8. teacher refresher training	Wed, 7/11/07 10:37 AM
 Find	9. Linux	Wed, 7/11/07 7:02 AM
 Find	10. Benchmarking web seminars	Mon, 7/9/07 10:19 AM
 Find	11. Product	Mon, 7/9/07 8:35 AM
 Find	12. Banner Administrative Systems Training	Mon, 7/9/07 5:52 AM
 Find	13. Office productivity	Thu, 7/5/07 12:59 PM
 Find	14. Organizational transformation	Thu, 7/5/07 12:48 PM
 Find	15. technical	Thu, 7/5/07 12:45 PM
 Find	16. 21st Century Communications Skills	Thu, 7/5/07 3:56 AM
 Find	17. sales	Thu, 7/5/07 3:41 AM
 Find	18. MBA	Wed, 7/4/07 6:44 PM
 Find	19. RN/BSN degree	Tue, 7/3/07 10:43 AM
 Find	20. recruiting	Tue, 7/3/07 9:31 AM
 Find	21. learning management software	Tue, 7/3/07 9:25 AM
 Find	22. Safety	Tue, 7/3/07 6:08 AM
 Find	23. Regulatory	Tue, 7/3/07 4:56 AM
 Find	24. technology related	Tue, 7/3/07 3:42 AM
 Find	25. CAD	Mon, 7/2/07 11:00 AM
 Find	26. Position Specific Certification Courses	Mon, 7/2/07 7:49 AM
 Find	27. technology	Sat, 6/30/07 4:44 PM
 Find	28. EEO	Fri, 6/29/07 1:56 PM
 Find	29. legal	Fri, 6/29/07 1:09 PM
 Find	30. New Product	Fri, 6/29/07 9:40 AM

 Find	31. not willing to share	Fri, 6/29/07 8:59 AM
 Find	32. American pronunciation (accent reduction for foreign nationals)	Fri, 6/29/07 8:55 AM
 Find	33. Product Training	Fri, 6/29/07 7:51 AM
 Find	34. SPC	Fri, 6/29/07 7:31 AM
 Find	35. computer training	Thu, 6/28/07 2:58 PM
 Find	36. Internal products	Thu, 6/28/07 8:19 AM
 Find	37. Simulations	Thu, 6/28/07 7:11 AM
 Find	38. Sales	Thu, 6/28/07 6:33 AM
 Find	39. Technical	Thu, 6/28/07 6:31 AM
 Find	40. New Hire Orientation (portions)	Thu, 6/28/07 6:28 AM
 Find	41. Sales	Thu, 6/28/07 5:35 AM
 Find	42. Safety	Wed, 6/27/07 4:22 PM
 Find	43. Regulatory	Wed, 6/27/07 1:39 PM
 Find	44. Compliance	Tue, 6/19/07 7:01 AM
 Find	45. Business	Mon, 6/18/07 1:54 PM

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
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	Comment Text	Response Date
 Find	1. CSS (Cascading Style Sheets)	Thu, 8/2/07 10:30 AM
 Find	2. Customer Services	Mon, 7/30/07 12:03 PM
 Find	3. Educational Technology	Tue, 7/24/07 1:27 PM
 Find	4. computer-aided design and engineering	Mon, 7/23/07 1:31 PM
 Find	5. HR	Mon, 7/23/07 6:18 AM
 Find	6. Fluid Power	Wed, 7/18/07 10:01 AM
 Find	7. HR subjects	Wed, 7/11/07 11:52 AM
 Find	8. VOIP	Wed, 7/11/07 7:02 AM
 Find	9. SAP	Mon, 7/9/07 10:19 AM
 Find	10. Process	Mon, 7/9/07 8:35 AM
 Find	11. Online Hiring System Training	Mon, 7/9/07 5:52 AM
 Find	12. Design software	Thu, 7/5/07 12:59 PM
 Find	13. Leadership Development	Thu, 7/5/07 12:48 PM
 Find	14. hr subjects	Thu, 7/5/07 12:45 PM
 Find	15. 21st Century Leadership Process Skills	Thu, 7/5/07 3:56 AM
 Find	16. quality	Thu, 7/5/07 3:41 AM
 Find	17. Information Technology	Wed, 7/4/07 6:44 PM
 Find	18. Education Specialist degree	Tue, 7/3/07 10:43 AM
 Find	19. software applications	Tue, 7/3/07 9:25 AM
 Find	20. Customer Services	Tue, 7/3/07 6:08 AM
 Find	21. Product	Tue, 7/3/07 4:56 AM
 Find	22. sales	Tue, 7/3/07 3:42 AM
 Find	23. MS Office	Mon, 7/2/07 11:00 AM
 Find	24. OnBoarding & HR PRocedures	Mon, 7/2/07 7:49 AM
 Find	25. soft skills	Sat, 6/30/07 4:44 PM
 Find	26. Diversity	Fri, 6/29/07 1:56 PM
 Find	27. Fundamental Automotive Technical Skills	Fri, 6/29/07 9:40 AM
 Find	28. understanding foreign accents (for native English speakers)	Fri, 6/29/07 8:55 AM
 Find	29. Selling skills	Fri, 6/29/07 7:51 AM
 Find	30. Error Mistake Proofing	Fri, 6/29/07 7:31 AM

 Find	31. clinical training	Thu, 6/28/07 2:58 PM
 Find	32. Learning Labs	Thu, 6/28/07 7:11 AM
 Find	33. Management Development	Thu, 6/28/07 6:33 AM
 Find	34. Soft Skills	Thu, 6/28/07 6:31 AM
 Find	35. Information security	Thu, 6/28/07 6:28 AM
 Find	36. Leadership	Thu, 6/28/07 5:35 AM
 Find	37. Ethics	Wed, 6/27/07 4:22 PM
 Find	38. Technical	Wed, 6/27/07 1:39 PM
 Find	39. Product Knowledge	Tue, 6/19/07 7:01 AM
 Find	40. Liberal Arts	Mon, 6/18/07 1:54 PM

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
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	Comment Text	Response Date
 Find	1. Fireworks	Thu, 8/2/07 10:30 AM
 Find	2. Corp Compliances	Mon, 7/30/07 12:03 PM
 Find	3. Learning about specific products	Tue, 7/24/07 1:27 PM
 Find	4. vehicle development	Mon, 7/23/07 1:31 PM
 Find	5. Technology	Mon, 7/23/07 6:18 AM
 Find	6. Mechanical Systems	Wed, 7/18/07 10:01 AM
 Find	7. Technology	Wed, 7/11/07 11:52 AM
 Find	8. Windows Server Telecom abilities	Wed, 7/11/07 7:02 AM
 Find	9. netshared workshops	Mon, 7/9/07 10:19 AM
 Find	10. Soft Skills	Mon, 7/9/07 8:35 AM
 Find	11. I-9 Tutorial	Mon, 7/9/07 5:52 AM
 Find	12. Skill specific technical training	Thu, 7/5/07 12:59 PM
 Find	13. Reengineering	Thu, 7/5/07 12:48 PM
 Find	14. regulatory	Thu, 7/5/07 12:45 PM
 Find	15. 21st Century Leadership Product Skills	Thu, 7/5/07 3:56 AM
 Find	16. product	Thu, 7/5/07 3:41 AM
 Find	17. Engineering Management	Wed, 7/4/07 6:44 PM
 Find	18. second life	Tue, 7/3/07 9:25 AM
 Find	19. online Job Support	Tue, 7/3/07 6:08 AM
 Find	20. Sales	Tue, 7/3/07 4:56 AM
 Find	21. HR	Mon, 7/2/07 11:00 AM
 Find	22. Custom Procedural Instructions	Mon, 7/2/07 7:49 AM
 Find	23. technical	Sat, 6/30/07 4:44 PM
 Find	24. Food Safety	Fri, 6/29/07 1:56 PM
 Find	25. Business Process	Fri, 6/29/07 9:40 AM
 Find	26. design/development methodology	Fri, 6/29/07 8:55 AM
 Find	27. Business Leadership	Fri, 6/29/07 7:51 AM
 Find	28. Design FMEA	Fri, 6/29/07 7:31 AM
 Find	29. soft skills	Thu, 6/28/07 2:58 PM
 Find	30. Free Standing Modules on Specific Topics	Thu, 6/28/07 7:11 AM

 Find	31. HR Issues	Thu, 6/28/07 6:33 AM
 Find	32. Regulatory	Thu, 6/28/07 6:31 AM
 Find	33. Engineering time recording	Thu, 6/28/07 6:28 AM
 Find	34. Product	Thu, 6/28/07 5:35 AM
 Find	35. Career Planning	Wed, 6/27/07 4:22 PM
 Find	36. Soft skills	Wed, 6/27/07 1:39 PM
 Find	37. New systems training	Tue, 6/19/07 7:01 AM
 Find	38. Health and Human Services	Mon, 6/18/07 1:54 PM

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	Comment Text	Response Date
 Find	1. Most is "designed" by individual consultants	Tue, 7/24/07 1:27 PM
 Find	2. CEO	Wed, 7/11/07 7:02 AM
 Find	3. Consultant / 21st Century Digital Learning Environments	Thu, 7/5/07 3:56 AM
 Find	4. our company	Thu, 7/5/07 3:41 AM
 Find	5. Network of local Providers	Mon, 7/2/07 7:49 AM
 Find	6. Manufacture	Fri, 6/29/07 7:51 AM
 Find	7. Private e-learning companies	Fri, 6/29/07 7:31 AM
 Find	8. We do not develop it. We only participate.	Fri, 6/29/07 6:47 AM
 Find	9. We will be using outside vendors, but currently have not selected anyone. In the process of interviewing perspective vendors.	Thu, 6/28/07 6:33 AM
 Find	10. Full-time faculty	Mon, 6/18/07 1:54 PM

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	Comment Text	Response Date
 Find	1. Cheaper, Better, Faster (Competitiveness)	Thu, 7/5/07 4:06 AM
 Find	2. Time Savings/productivity	Fri, 6/29/07 7:57 AM
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Comment Text	Response Date
 Find 1. Personal Professional Growth	Thu, 7/5/07 4:06 AM
 Find 2. Convenience	Fri, 6/29/07 7:57 AM
 Find 3. Cost savings	Mon, 6/18/07 1:59 PM

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Comment Text	Response Date
 Find 1. Identify training necessary to achive company/market goals.	Thu, 8/2/07 10:35 AM
 Find 2. We use referent groups to gather most information, but have not specificaly asked this quest in a formal sense.	Tue, 7/24/07 1:32 PM
 Find 3. goals of business	Thu, 7/5/07 12:47 PM
 Find 4. Constant Vigilance / Industry "Best Practices"	Thu, 7/5/07 4:06 AM
 Find 5. Word of mouth	Mon, 7/2/07 11:05 AM
 Find 6. Performance Mapping/Task Analysis	Fri, 6/29/07 9:44 AM
 Find 7. Know Training needs	Fri, 6/29/07 7:33 AM
 Find 8. compliance	Thu, 6/28/07 3:00 PM
 Find 9. Project design meetings	Thu, 6/28/07 6:33 AM

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	Comment Text	Response Date
 Find	1. Not done this formally	Tue, 7/24/07 1:32 PM
 Find	2. Blog Feedback	Wed, 7/11/07 7:04 AM
 Find	3. we develop e learning	Thu, 7/5/07 12:47 PM
 Find	4. Applied and Basic Research & Development Initiatives	Thu, 7/5/07 4:06 AM
 Find	5. use third part for courses	Tue, 7/3/07 3:44 AM
 Find	6. Technology capability investigations	Fri, 6/29/07 8:58 AM
 Find	7. Not yet developing e-learning but when done the vendors we select will follow ADDIE per our requirements	Thu, 6/28/07 6:35 AM
 Find	8. Textbook alignment	Mon, 6/18/07 1:59 PM

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	Comment Text	Response Date
 Find	1. "e-learning" at this point is used to make information available.	Tue, 7/24/07 1:32 PM
 Find	2. E-Learning is a Corporate Competitiveness Advantage	Thu, 7/5/07 4:06 AM
 Find	3. convenience	Tue, 7/3/07 3:44 AM
 Find	4. To establish fundamental knowledge, as a pre-requisite to live training	Fri, 6/29/07 9:44 AM
 Find	5. Is use to learn	Fri, 6/29/07 7:57 AM
 Find	6. Still not existant	Thu, 6/28/07 6:35 AM
 Find	7. Complete degree requirements	Mon, 6/18/07 1:59 PM

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	Comment Text	Response Date
 Find	1. A forced completion of tests for all required employees	Mon, 7/30/07 12:17 PM
 Find	2. User feedback from blog	Wed, 7/11/07 7:16 AM
 Find	3. The "PROOF" is in the pudding!	Thu, 7/5/07 4:38 AM
 Find	4. capstone course work, portfolios	Tue, 7/3/07 10:48 AM
 Find	5. level 3 evaluations	Tue, 7/3/07 6:19 AM
 Find	6. Level 3, Level 4, ROI on high visibility courses and on subsets of the curricula	Fri, 6/29/07 9:49 AM
 Find	7. follow-up discussions with sponsors	Fri, 6/29/07 9:08 AM
 Find	8. We will measure up to level 3 when the system is in place	Thu, 6/28/07 6:37 AM
 Find	9. psot-test only	Thu, 6/28/07 6:25 AM

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	Comment Text	Response Date
 Find	1. Blog feedback, direct mail feedback	Wed, 7/11/07 7:16 AM
 Find	2. through LMS	Mon, 7/9/07 12:02 PM
 Find	3. Metrics that Matter	Mon, 7/9/07 8:44 AM
 Find	4. post-course surveys via the LMS	Fri, 7/6/07 5:19 AM
 Find	5. Level one evaluation of user satisfaction of experiences	Thu, 7/5/07 1:09 PM
 Find	6. questionmark software	Thu, 7/5/07 12:49 PM
 Find	7. survey	Thu, 7/5/07 8:22 AM
 Find	8. Measurable participation and performance methodologies and rubrics	Thu, 7/5/07 4:38 AM
 Find	9. exit survey	Thu, 7/5/07 3:46 AM
 Find	10. surveys	Tue, 7/3/07 10:48 AM
 Find	11. Post Training evaluations for impact of training	Mon, 7/2/07 11:11 AM
 Find	12. Perception (on-line survey integrated right into the course)	Fri, 6/29/07 9:49 AM
 Find	13. participant surveys	Fri, 6/29/07 9:08 AM
 Find	14. automated level 1	Fri, 6/29/07 9:02 AM
 Find	15. An on line level two evaluation embedded in the product	Fri, 6/29/07 7:36 AM
 Find	16. Automated survey system	Thu, 6/28/07 6:39 AM
 Find	17. We will use surveys when the LMS is in place	Thu, 6/28/07 6:37 AM
 Find	18. currently we collect survey responses	Tue, 6/19/07 10:27 AM
 Find	19. Post-course online Scantron and CSSE	Mon, 6/18/07 2:09 PM

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


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	Comment Text	Response Date
 Find	1. Helps determine which products to keep or drop, or which to revise in-house.	Thu, 8/2/07 10:45 AM
 Find	2. data is used to improve courses	Mon, 7/23/07 1:36 PM
 Find	3. We make modifications as survey data dictates.	Wed, 7/11/07 10:41 AM
 Find	4. We make adjustments according to user feedback	Wed, 7/11/07 7:16 AM
 Find	5. assists in course revisions and/or course listings are modified or supplier changes (if purchased product)	Mon, 7/9/07 12:02 PM
 Find	6. Reinforces our motivation to pursue this method and to master it's use	Mon, 7/9/07 10:25 AM
 Find	7. It would impact our decisions regarding development of the e-learning offer, delivery technology and content.	Mon, 7/9/07 8:44 AM
 Find	8. These results are reviewed quarterly so we can evaluate how to better develop and deliver content to our employees.	Fri, 7/6/07 5:19 AM
 Find	9. Effects pace of info, types of activities. and the amount of info.	Thu, 7/5/07 1:09 PM
 Find	10. to improve current offerings	Thu, 7/5/07 12:55 PM
 Find	11. improves it	Thu, 7/5/07 12:49 PM
 Find	12. Courses are constantly updated based on learner feedback.	Thu, 7/5/07 8:22 AM
 Find	13. E-learning when properly optimized becomes a customized user-designed, self-fulfilling, actualized competitiveness prophecy.	Thu, 7/5/07 4:38 AM
 Find	14. shapes subsequent programs	Thu, 7/5/07 3:46 AM
 Find	15. We use student feedback to inform continuous improvement of our courses.	Wed, 7/4/07 6:49 PM
 Find	16. used to strengthen course design	Tue, 7/3/07 10:48 AM
 Find	17. It provides instructors with feedback for content and learning process improvements. It provides IT with feedback for LMS improvements.	Tue, 7/3/07 9:32 AM
 Find	18. Courses have been updated, developed, or removed from eLearning based on student feedback.	Tue, 7/3/07 6:19 AM
 Find	19. Points to training that is ineffective	Mon, 7/2/07 11:11 AM
 Find	20. Serves as early feedback on any course quality issues. Provides for immediate correction of such issues (bad test questions / bad content / technical glitch). All courseware is custom.	Fri, 6/29/07 9:49 AM
 Find	21. We use end-of-program surveys to identify what works (and what doesn't) from a participant's point of view, and then use these results to tweak the curriculum and lesson plans.	Fri, 6/29/07 9:08 AM
 Find	22. It doesn't affect it.	Fri, 6/29/07 9:02 AM
 Find	23. e-learning must show learner results.	Fri, 6/29/07 7:36 AM
 Find	24. The data WILL let us know which e-learning offerings are hitting the mark as well as those that may be missing the point.	Thu, 6/28/07 6:37 AM
 Find	25. This is used to determine effectiveness of instructor as well as additional offerings.	Tue, 6/19/07 10:27 AM
 Find	26. Measures assessment of learning outcomes and student satisfaction of course offerings.	Mon, 6/18/07 2:09 PM

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	Comment Text	Response Date
 Find	1. Completion rates and performance skills are higher when learners understand how learning supports personal and professional goals.	Thu, 8/2/07 10:45 AM
 Find	2. Higher completion rates are correlated to higher student satisfaction ratings	Wed, 7/11/07 10:41 AM
 Find	3. We know that 'incentive' to learn and certify drives very high participation. Dependability of the LMS infrastructure is also very important.	Mon, 7/9/07 8:44 AM
 Find	4. vision versus mandatory learning is best.	Thu, 7/5/07 12:55 PM
 Find	5. it all relates	Thu, 7/5/07 12:49 PM
 Find	6. Learner engagement (motivation) DIRECTLY correlates to these identified, quantified success markers. Garbage in garbage out frames the outcomes. Adaptation (change) is the constant variable. Complete "surrender" is the coin of the realm. Technology has no emotion and therefore takes no prisoners (lest those whom would stay prisoner to the status-quo). Change or die is the watchword!	Thu, 7/5/07 4:38 AM
 Find	7. more motivation = significantly better outcomes	Thu, 7/5/07 3:46 AM
 Find	8. E-learning produces learning outcomes with no significant differences to those of traditional learning delivery methods.	Tue, 7/3/07 9:32 AM
 Find	9. Correlation was "Completion of Basic Sales Training Curriculum to Sales Performance." And yes, there was a strong correlation. Also looked at turnover and time on the job.	Fri, 6/29/07 9:49 AM
 Find	10. An unmotivated participant (that is, a person who is participating because they were told to rather than because they themselves wanted to) indicate less satisfaction with the training and demonstrate less mastery of the material.	Fri, 6/29/07 9:08 AM
 Find	11. The ability to apply concepts on the job.	Fri, 6/29/07 7:36 AM
 Find	12. Retention rates and proclivity to enroll in future e-Learning courses.	Mon, 6/18/07 2:09 PM

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	Comment Text	Response Date
 Find	1. clients	Thu, 7/5/07 12:55 PM
 Find	2. The Larger Global Community	Thu, 7/5/07 4:38 AM
 Find	3. NCA--external accreditation	Tue, 7/3/07 10:48 AM
 Find	4. none, for self improvement	Tue, 7/3/07 3:45 AM
 Find	5. Executive Committee	Mon, 7/2/07 11:11 AM
 Find	6. training organization	Fri, 6/29/07 9:02 AM
 Find	7. Senor Management	Fri, 6/29/07 7:36 AM
 Find	8. Faculty	Mon, 6/18/07 2:09 PM

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	Comment Text	Response Date
 Find	1. it introduces us to customers	Wed, 7/11/07 7:16 AM
 Find	2. Global Organizational Competitiveness	Thu, 7/5/07 4:38 AM
 Find	3. meets customer needs	Tue, 7/3/07 9:32 AM
 Find	4. less travel time and cost	Fri, 6/29/07 9:08 AM
 Find	5. None yet, we have none in place	Thu, 6/28/07 6:37 AM

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	Comment Text	Response Date
 Find	1. Unfortunately, the most effective technology-based courses I've used go back to the early 1990's and were CD-ROM/CD-i applications. Web-based courseware is still playing catch-up to those old, highly interactive courses.	Thu, 8/2/07 10:45 AM
 Find	2. HIPAA training, the interactivity and tricky questions in quizzes that really made me read carefully and think	Mon, 7/30/07 12:17 PM
 Find	3. We are really just at the beginning stages of doing this and will be doing a great deal of planning to make e-learning more broadly used.	Tue, 7/24/07 1:35 PM
 Find	4. technical training	Mon, 7/23/07 1:36 PM
 Find	5. web conferencing	Mon, 7/16/07 6:53 AM
 Find	6. Can't answer	Wed, 7/11/07 10:41 AM
 Find	7. The most effective e-learning experience I have had was a with a former employer EDS, it was an online UNIX course that they offered when I was an employee there.	Wed, 7/11/07 7:16 AM
 Find	8. regulatory courses(conflict of interests, EEOC,sexual harrassment,etc.)concrete information, easy to reference, and good testing for comprehension/retention.	Mon, 7/9/07 12:02 PM
 Find	9. eae of sourcing new training mthods.	Mon, 7/9/07 10:25 AM
 Find	10. New product training	Mon, 7/9/07 8:44 AM
 Find	11. Web-Based Help System. Effective because employees had buy-in up front and it addresses critical needs of the organization.	Mon, 7/9/07 5:57 AM
 Find	12. Launch of required Diversity Awareness training for all employees via elearning. It was a required course, so everyone had to complete it within a 6 month period. However, the course feedback was overwhelmingly positive that it re-emphasized key points and really opened people's eyes up to issues.	Fri, 7/6/07 5:19 AM
 Find	13. With standards-based courses using a hybrid between online and in-class interaction. Allowing participants to engage materials prior to attending sessions.	Thu, 7/5/07 1:09 PM
 Find	14. experiential based.	Thu, 7/5/07 12:55 PM
 Find	15. Videoconferencing (being in several places at once), blogging and wiki's (explicit and tacit knowledge exchange at the speed of light). The network no longer cares WHERE you are but it surely reflects WHAT you know and absoultey requires and rewards mental agility and subsequent subject-matter expertise.	Thu, 7/5/07 4:38 AM
 Find	16. sales method tutorials. the content was excellent, provided perceived benefits to trainee.	Thu, 7/5/07 3:46 AM
 Find	17. synchronous teaching: instant feedback and communication helped with motivation	Tue, 7/3/07 10:48 AM
 Find	18. web based seminar - effective because of content and depth of info presented.	Tue, 7/3/07 9:34 AM
 Find	19. The most effective is when I had a chance to access information at my own pace and interact with peers and peer assessment activities.	Tue, 7/3/07 9:32 AM
 Find	20. Roll out of new reporting system using SAP to reach many people in diverse geographical areas	Mon, 7/2/07 11:11 AM
 Find	21. Ethics class - diffiult real life situations that required careful consideration.	Fri, 6/29/07 2:01 PM

 Find	22. Live, fully-interactive audio/visual group sessions. Effectiveness derives from the interaction of the instructor and students.	Fri, 6/29/07 9:08 AM
 Find	23. Safety and Security updates. They were effective because I completed them quickly, by computer.	Fri, 6/29/07 8:33 AM
 Find	24. Well designed and presented sessions	Fri, 6/29/07 8:00 AM
 Find	25. The ability to Train Quality Blackbelts in less time.	Fri, 6/29/07 7:36 AM
 Find	26. Computer system implementations. For all the above reasons.	Thu, 6/28/07 3:02 PM
 Find	27. Revised time-recording system for projects - effective because it gave consistent instructions to about 300 people in about 10-15 minutes. Avoided scheduling and holding meetings. Provided initial learning, an on-line reference, and on-time instruction to new employees.	Thu, 6/28/07 6:48 AM
 Find	28. Blended learning is the most effective as it allows development of foundational knowledge via e-learning and skill building in a classroom environment with an instructor.	Thu, 6/28/07 6:39 AM
 Find	29. None	Thu, 6/28/07 5:41 AM
 Find	30. Distribution of Anti-money laundering techniques, since these scams change quickly	Wed, 6/27/07 1:43 PM
 Find	31. Most effective is just taking the class. I think I enjoy the branching powerpoints the most because it allows me to try different answers to a problem without worrying about negative consequences.	Tue, 6/19/07 10:27 AM
 Find	32. Ability to offer all Associate Degrees and Certificates via e-Learning and be accredited by the Higher Learning Commission (HLC).	Mon, 6/18/07 2:09 PM

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	Comment Text	Response Date
 Find	1. Online, software training for Macromedia Fireworks using "powerpoint" style slides with voiceover...the instructor had a speech impediment that made it very difficult to follow the tutorials. I ended up switching to another course provider.	Thu, 8/2/07 10:45 AM
 Find	2. N/A	Mon, 7/30/07 12:17 PM
 Find	3. Non-interactive page turning material that is posted as a training program but is only and electronic book.	Tue, 7/24/07 1:35 PM
 Find	4. page turners without applications embedded	Mon, 7/23/07 1:36 PM
 Find	5. text base page turning	Mon, 7/16/07 6:53 AM
 Find	6. can't answer	Wed, 7/11/07 10:41 AM
 Find	7. E-Learning is one our products and we mesaure the effectiveness through user feedback.	Wed, 7/11/07 7:16 AM
 Find	8. personal development skills, (communication, presentation, etc.) needs more live interaction and practice.	Mon, 7/9/07 12:02 PM
 Find	9. many managers and professionals do not meet the commitmant to particiate in e seminars. they are seen as inexpensive so they are easy to excuse themselves from attending.	Mon, 7/9/07 10:25 AM
 Find	10. CD-ROM deployed training 10 years ago. Many employees did not have access to CD-ROM drives or were incapable of installing/accessing the materials	Mon, 7/9/07 5:57 AM
 Find	11. Try to sell elearning for the types of courses that require mostly hands-on interactions.	Thu, 7/5/07 1:09 PM
 Find	12. on-line college classes. No interaction with professor or others.	Thu, 7/5/07 12:55 PM
 Find	13. Traditional out of the box solutions. Irrelevant!	Thu, 7/5/07 4:38 AM
 Find	14. n/a	Thu, 7/5/07 3:46 AM
 Find	15. automated content: online learners want to communicate with other people	Tue, 7/3/07 10:48 AM
 Find	16. web based training - dropped connection; material not truly relavent	Tue, 7/3/07 9:34 AM
 Find	17. The least effective is when I had modules of content to read through and engage in pre- and post-testing.	Tue, 7/3/07 9:32 AM
 Find	18. Use for soft skill training. Requires interaction	Mon, 7/2/07 11:11 AM
 Find	19. Labor Management (scheduling) training 12 months in advance of the product launch in our division	Fri, 6/29/07 2:01 PM
 Find	20. Product knowledge "dump" of information	Fri, 6/29/07 9:49 AM
 Find	21. CD-based PowerPoint-like training materials. Boring, pre-planned, non-interactive with a live instructor.	Fri, 6/29/07 9:08 AM
 Find	22. Bad technology gettin in the way of the presentation.	Fri, 6/29/07 8:00 AM
 Find	23. None	Fri, 6/29/07 7:36 AM
 Find	24. New technology (ERP) training - E-learning production time delayed system implementation; limits of budgets produced training that was information-only rather than skill-building. A 3-page job aid would accomplish the same level of learning.	Thu, 6/28/07 6:48 AM

 Find	25. None	Thu, 6/28/07 5:41 AM
 Find	26. leadership/management training, since the interaction is missiing.	Wed, 6/27/07 1:43 PM
 Find	27. The least effective is just the text delivery	Tue, 6/19/07 10:27 AM
 Find	28. Limitations of the learning management system.	Mon, 6/18/07 2:09 PM

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 Find	1. E-learning is not yet the direction in my company	Mon, 7/30/07 12:25 PM
 Find	2. To get "e-learning" used effectively in this or any organization there needs to be need that is high and that is just now becoming more apparent and a desire with a good rational and plan to meet the need.	Tue, 7/24/07 1:39 PM
 Find	3. Translations	Fri, 7/6/07 5:21 AM
 Find	4. we sell these services so our challenge is getting our name out there	Thu, 7/5/07 12:50 PM
 Find	5. "Warmware" (Human Equation)	Thu, 7/5/07 4:46 AM
 Find	6. Pedagogical limitations	Wed, 7/4/07 6:50 PM
 Find	7. no ral challenges other than the normal getting time to complete, which applies to any training	Tue, 7/3/07 3:47 AM
 Find	8. Not enough courses to satisfy demand.	Mon, 6/18/07 2:12 PM

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 Find	1. Expand our services into non-automotive markets.	Thu, 8/2/07 10:47 AM
 Find	2. Increase number of customers and their satisfactory, improve workplace culture and employee engagement, maintain financial stability	Mon, 7/30/07 12:25 PM
 Find	3. To explore and expand the e-learning professional development opportunities.	Tue, 7/24/07 1:39 PM
 Find	4. global reach and quality of training services	Mon, 7/23/07 1:38 PM
 Find	5. We currently have openings in our leadership positions which bring about considerable change.	Wed, 7/11/07 12:08 PM
 Find	6. Continue on our 6-year growth plan	Wed, 7/11/07 10:44 AM
 Find	7. To develop more e-learning courses for our customers, and analyze the feedback from our customers.	Wed, 7/11/07 7:17 AM
 Find	8. Implementation of Toyota production and lean office concepts into the business	Mon, 7/9/07 10:26 AM
 Find	9. do more with less people	Mon, 7/9/07 8:46 AM
 Find	10. We will be undergoing a reduction in force based on budget cuts from Lansing. This will lead to numerous initiatives revolving around restructuring, change and transformation that have yet to be fully investigated.	Mon, 7/9/07 6:00 AM
 Find	11. Numerous acquisitions worldwide; potential LMS conversion	Fri, 7/6/07 5:21 AM
 Find	12. actively defining strategic business plan with key executives (will include: reengineering core processes, profitability initiatives, flexible budget development, redesign sales compensation plan, redesign hiring & retention processes, ISO certification	Thu, 7/5/07 12:59 PM
 Find	13. Keep growing	Thu, 7/5/07 12:50 PM
 Find	14. Addressing the URGENCY of the Digital Emergency regarding our current/future U.S. Global competitiveness issue (with a particular emphasis on actualized localness)!	Thu, 7/5/07 4:46 AM
 Find	15. adding employees developing larger scale market targets	Thu, 7/5/07 3:48 AM
 Find	16. Planned enrollment growth and continued growth of hybrid and online learning options.	Wed, 7/4/07 6:50 PM
 Find	17. To grow	Tue, 7/3/07 10:51 AM
 Find	18. Developing partnerships. Repositioning itself with a different brand. Increasing revenues through program growth.	Tue, 7/3/07 9:35 AM
 Find	19. none	Tue, 7/3/07 9:34 AM
 Find	20. Learn emerging technologies and keep pace with current and short/long term future demands of the customer	Mon, 7/2/07 11:17 AM
 Find	21. cONSISTENT YEAR OVER YEAR GROWTH OF 15%	Fri, 6/29/07 2:03 PM
 Find	22. Taking LMS global; adaptation of content to 26 international markets; integrating training organizations (US and international)	Fri, 6/29/07 9:51 AM
 Find	23. Scaling: maintaining current 25%+ rate of revenue growth in all business lines.	Fri, 6/29/07 9:09 AM
 Find	24. Increase revenues and profits	Fri, 6/29/07 8:05 AM

 Find	25. Taken from a publically held company to a private company. Survival.	Fri, 6/29/07 7:39 AM
 Find	26. Common HRIS system - foundational to Enterprise Learning.	Thu, 6/28/07 3:04 PM
 Find	27. Continued growth in total employment is expected.	Thu, 6/28/07 7:26 AM
 Find	28. LMS consolidation is under consideration.	Thu, 6/28/07 6:41 AM
 Find	29. We will implement an LMS.	Thu, 6/28/07 6:38 AM
 Find	30. Don't know.	Thu, 6/28/07 5:44 AM
 Find	31. Continued moderate growth in non-Michigan markets, further dispersal of work force & possible restructuring across the board.	Wed, 6/27/07 1:46 PM
 Find	32. Anticipated increased growth over the next 2 years.	Tue, 6/19/07 10:29 AM
 Find	33. To offer all Associates Degrees and Certificates course requirements online or as hybrid offerings.	Mon, 6/18/07 2:12 PM

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 Find	1. Intermediate School District	Tue, 7/24/07 1:40 PM
 Find	2. Consulting Company (Owner)	Wed, 7/11/07 7:18 AM
 Find	3. automotive	Mon, 7/9/07 12:04 PM
 Find	4. 21st Century Digital Learning Research & Development	Thu, 7/5/07 4:48 AM
 Find	5. utility	Tue, 7/3/07 6:22 AM
 Find	6. Manufacturing	Mon, 7/2/07 11:18 AM
 Find	7. Security Systems Integrator	Fri, 6/29/07 8:06 AM
 Find	8. Manufacturing Industry	Thu, 6/28/07 6:41 AM

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	Comment Text	Response Date
 Find	1. Project Coordinator	Thu, 7/19/07 12:38 PM
 Find	2. Business and Channel Development	Mon, 7/2/07 2:10 PM
 Find	3. Learning & OD Specialist	Mon, 7/2/07 11:19 AM
 Find	4. Vice Provost, Learning Outreach	Mon, 6/18/07 2:14 PM

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	Comment Text	Response Date
 Find	1. There are no departments here	Thu, 7/19/07 12:38 PM
 Find	2. Service	Fri, 7/6/07 5:24 AM
 Find	3. all	Thu, 7/5/07 1:00 PM
 Find	4. biz development	Thu, 7/5/07 12:51 PM
 Find	5. Online Education	Wed, 7/4/07 6:51 PM
 Find	6. consulting	Tue, 7/3/07 3:48 AM
 Find	7. Quality	Fri, 6/29/07 7:40 AM
 Find	8. Busness Development	Wed, 6/27/07 4:28 PM

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Comment Text	Response Date
 Find 1. Canadian equivalent to SHRM	Mon, 7/9/07 10:28 AM
 Find 2. Institute for Independent Business	Thu, 7/5/07 1:00 PM
 Find 3. CTT	Tue, 7/3/07 6:23 AM
 Find 4. NO	Fri, 6/29/07 8:07 AM
 Find 5. Organizational Development	Fri, 6/29/07 7:40 AM

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 Find	1. 4	Mon, 7/30/07 12:27 PM
 Find	2. 0	Tue, 7/24/07 1:41 PM
 Find	3. 6	Mon, 7/23/07 1:39 PM
 Find	4. 1	Thu, 7/19/07 12:38 PM
 Find	5. 4	Wed, 7/18/07 10:06 AM
 Find	6. 1	Mon, 7/16/07 6:56 AM
 Find	7. one	Wed, 7/11/07 12:12 PM
 Find	8. 6	Wed, 7/11/07 10:45 AM
 Find	9. 3	Wed, 7/11/07 7:19 AM
 Find	10. 10	Mon, 7/9/07 12:04 PM
 Find	11. 1	Mon, 7/9/07 10:28 AM
 Find	12. 2	Mon, 7/9/07 8:48 AM
 Find	13. <10	Mon, 7/9/07 6:01 AM
 Find	14. 24	Fri, 7/6/07 5:24 AM
 Find	15. 0	Thu, 7/5/07 1:13 PM
 Find	16. 6	Thu, 7/5/07 1:00 PM
 Find	17. 11	Thu, 7/5/07 12:51 PM
 Find	18. none	Thu, 7/5/07 8:24 AM
 Find	19. 21	Thu, 7/5/07 4:49 AM
 Find	20. 1	Thu, 7/5/07 3:50 AM
 Find	21. 1	Wed, 7/4/07 6:51 PM
 Find	22. 1	Tue, 7/3/07 11:38 AM
 Find	23. 1	Tue, 7/3/07 9:36 AM
 Find	24. none	Tue, 7/3/07 9:35 AM
 Find	25. 5	Tue, 7/3/07 6:36 AM
 Find	26. d12	Tue, 7/3/07 6:23 AM
 Find	27. 3	Tue, 7/3/07 3:48 AM
 Find	28. 1	Mon, 7/2/07 2:10 PM
 Find	29. 0	Mon, 7/2/07 11:19 AM
 Find	30. 0	Mon, 7/2/07 8:01 AM

 Find	31. 3	Fri, 6/29/07 2:04 PM
 Find	32. 0	Fri, 6/29/07 9:53 AM
 Find	33. 2	Fri, 6/29/07 9:11 AM
 Find	34. 3	Fri, 6/29/07 8:34 AM
 Find	35. 3	Fri, 6/29/07 8:07 AM
 Find	36. 4	Fri, 6/29/07 7:40 AM
 Find	37. 100	Thu, 6/28/07 3:05 PM
 Find	38. 2	Thu, 6/28/07 8:24 AM
 Find	39. 4	Thu, 6/28/07 7:28 AM
 Find	40. ~20	Thu, 6/28/07 6:42 AM
 Find	41. 12 or so	Thu, 6/28/07 6:39 AM
 Find	42. 5	Thu, 6/28/07 6:26 AM
 Find	43. 1	Thu, 6/28/07 5:45 AM
 Find	44. 10	Wed, 6/27/07 4:28 PM
 Find	45. 8	Wed, 6/27/07 1:46 PM
 Find	46. 5	Tue, 6/19/07 10:30 AM
 Find	47. 3	Mon, 6/18/07 2:14 PM

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