

# Share Expertise

## PART OF THE PERFORMANCE-BASED LEARNING SERIES

When improving operations or production line performance requires additional skills and knowledge, the Luminance training solution typically has two parts: illustrated Learning Guides and Performance-based Training.

- The Learning Guides present the how-to of the job with step-by-step precision. Imagine saying to Fred the expert, “Hey Fred, can you show me how to ...?” A Learning Guide in hand is like having Fred on call. When you’re learning, it shows you how. When you are doing the job and need a reminder, it shows you how.
- Performance-based training means participants learn to the job. They don’t just “get the idea” or “become familiar with...”. When Luminance trains, participants are coached to do the job illustrated in the Learning Guide. We use customized Competency Checks to give the organization the proof and participants the know-how and confidence to do the job.

There are 2 key roles required to implement Performance-based Training:

1. **Learning Manager.** Guides learners through a Course, administers Competency Checks and tracks course completion using a Skills Matrix. This role can be performed by a Luminance consultant or an internal employee who has been through Luminance’s 1-day **Deliver and Assess Training** course.
2. **Subject Matter Expert (SME).** Provides task demonstrations, monitors learner practice and provides performance-based feedback to learners. The SME is an expert in performing the task being trained and is typically an internal employee (for existing equipment) or a vendor (for new equipment). SMEs can prepare to be successful in their training role through Luminance’s ½ day, **Share Expertise** course.

### Included:

- Individualized coaching and feedback for 2–5 SMEs
- Course materials customized to incorporate local documents and processes
- Customized manuals for class use and future reference
- A documented assessment for each learner



### Objectives

The core goal of this course is to ensure that your training team deploys your performance-based Learning Guides correctly and effectively. Through course activity that models factory floor training, SMEs become skilled at implementing all parts of a performance-based training program:

- Providing demonstrations for actual job tasks on live equipment
- Providing learner-centered practice opportunities
- Providing performance-based feedback that reinforces training best practices and builds learner confidence