

# The Training Integrator



***Medicaid agencies are changing to a multi-system, multi-vendor MES landscape.***

While there are clear benefits to this approach, people can feel overwhelmed when trying to learn and assimilate information from disconnected sources.

This costs time and money and can lead to significant road blocks during a modular implementation.



***Briljent can guide your organization through a successful implementation by providing expertise in the people side of a system implementation as the Training Integrator.***

*We understand the unique challenges of training for an integrated system:*

CHALLENGE	SOLUTION
<p><b>Silos of Concurrent Development</b></p> 	<p><b>A curriculum design that avoids overlap and gaps to offer a consistent learning experience.</b> Briljent is accustomed to consolidating knowledge from multiple sources to produce a seamless learning experience for users. As your sole source of training development, we will immerse ourselves in your work flow vision, ensuring an integrated learning solution across all modules.</p>
<p><b>Increased Demands on Your Team's Time</b></p> 	<p><b>A role-based curriculum that focuses the time required by staff.</b> You can keep your team (and especially your high performers) focused on their work. There is no need to pull them into a training role or ask them to consolidate content from the different developers. You can tap into Briljent's designers, developers, technical writers, facilitators, and project managers as needed.</p>
<p><b>Variability in Documentation</b></p> 	<p><b>A consistent training and documentation approach.</b> System vendors know the technical aspects of system integration, but they may not have deep knowledge of adult learning, instructional design, and organizational change management. Briljent's core business is learning and organizational transformation. We will deliver consistent design standards and templates, ensuring documentation from one vendor to another is seamless.</p>
<p><b>Focus on Features (Not Work Flow)</b></p> 	<p><b>A scenario-based curriculum.</b> Too often we have seen systems training focused only on the new bells and whistles. Briljent focuses first on the tasks users have to perform and the scenarios they will likely face. Then, we show how the system supports that work. By teaching systems in the context of typical work flow examples, training is more relevant and more easily retained.</p>
<p><b>Training as an Afterthought</b></p> 	<p><b>A training plan that is developed and updated through the development process.</b> Training activities are often prioritized too late in the launch schedule to be fully effective. As your integrated training partner, Briljent's project managers and training team can provide guidance on scheduling. We will also start early, partnering closely with your developers and adjusting draft materials as the system evolves.</p>
<p><b>Training Complex Tasks</b></p> 	<p><b>A blended learning approach to address various learning styles.</b> Learning a complex process is rarely possible in a single training session. Adults need repeated reminders, hands-on practice, and lots of opportunities to discuss, ask questions, and get coaching. Briljent's courseware meets this need. We can deliver a blend of instructor-led sessions, self-paced learning, expert reinforcement and learner-friendly reference documents, all customized to suit your needs and budget.</p>

