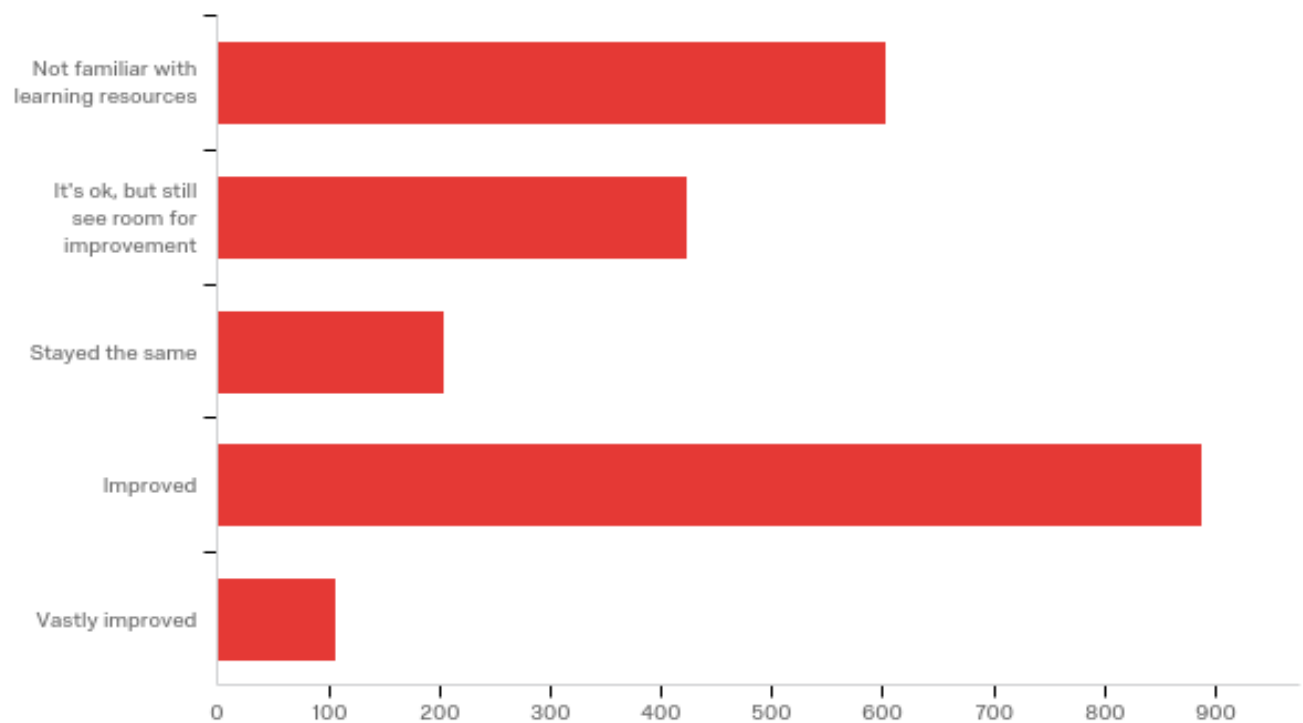


Default Report

Learning and Manager Survey 2017

March 28th 2017, 3:22 pm CEST

Q2 - 1. The Learning at Thomson Reuters Hub Site was reorganized in November 2016.
What is your impression of the overall site/refresh?



#	Answer	%	Count
1	Not familiar with learning resources	27.11%	604
2	It's ok, but still see room for improvement	19.03%	424
3	Stayed the same	9.20%	205
4	Improved	39.86%	888
5	Vastly improved	4.80%	107
	Total	100%	2228

Q3 - Comments

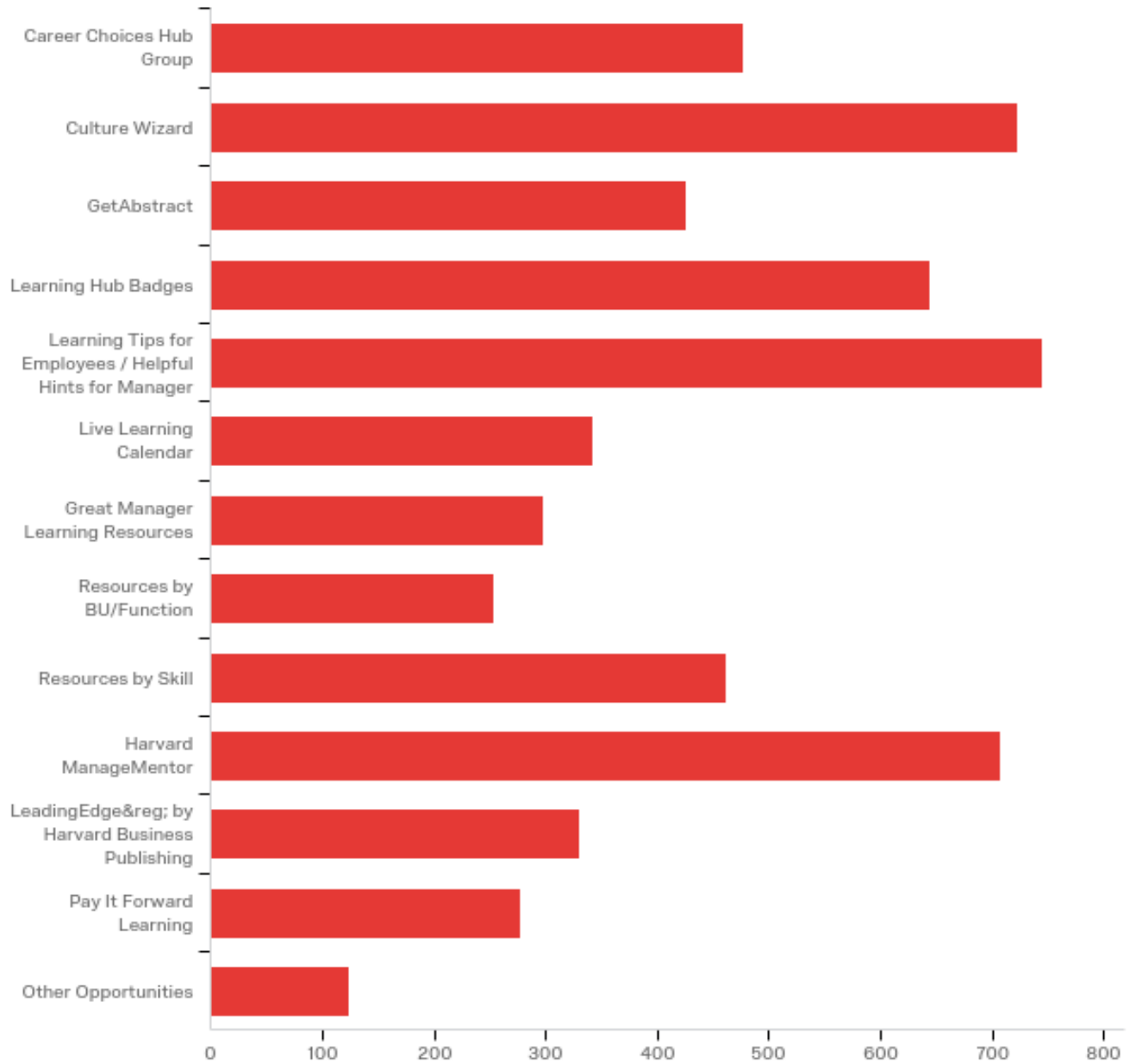
Comments
Really, there is no option that says the changes are making it harder to find things.
The Hub is generally such a mess, I tend to avoid using it unless I absolutely have to.
The new layout makes it much easier to find available learning resources
More organized
Mostly I've to learn new technology (coding & platform). So I buy online learning.
I think the links are better organized comparing with the previous versions.
スタッフが直近に何
Haven't really looked at it yet.
There's a major need for technology related training.
easy to navigate
Wasn't aware it had changed, on the face of it it seems like everything has just been reorganised as we have a tendency to do every 6 months.
I am sorry, I just haven't used it. Should I? and whawould I sue ifif for?
we have never been given any information on whats out there.
Love the look and easy access to all the resources
Learning something new is a luxury due to the nature of my job!
Está muito melhor, mas seria importante um Webex em Portugues para os funcionários para divulgar mais internamente.
Its improved a lot and I think its user friendly. its should be easy to use so user should not face any issue while using the Learning at Thomson Reuters Hub Site.
I like the quick navigation links that makes the available learnings more visible.
I haven't been on the site recently.
The re-direct to a different site when course launch can be disconcerting when it doesn't work.
Yikes! I have not been aware of this site!
It can still be hard to find content you're looking for at times. However, it's easier than it was!
I don't recall seeing a major difference.
The Hub is The Hub, everything gets lost unless you have a dedicated bookmark folder
When a new mandatory course is added, email the learner.
O site poderia ter opções para tradução em português (ou outros idiomas) de todo o material exposto
Not user friendly

I still find it a little difficult to find courses that are relevant to me. Perhaps it would be useful to see 'hot' courses . The emails with suggested courses links are useful.
Tive dificuldade de encontrar os cursos disponíveis
Not been aware of a change
Very innovative and very user friendly
hub is improving day by day with all the latest updates , and also it has variety of resources to learn
I just want learning materials and opportunities, not so much about "how to learn" and "learning styles".
I use the Harvard content extensively
Easier to navigate
Recursos nao muito utilizados
First time I've looked at the site. Normally just use my own learning path. Hub site is good.
Would be good to highlight the mandatory, optional and supplementary courses - for example by colour coding - as well as note which are face-to-face and which are online.
just clicked on it and had no idea all that was there
Mais intuitiva.
Some prior trainings could have been carried over . The triggers and reminders were helpful.
As I moved to the second question, I knew more about Learning at TR but didn't connect this site with the individual pieces.
I haven't looked at this hub site much in the past year
It has improved, however, I think the large picture takes up valuable real estate that could be used for other links (e.g., some of the Support links in the right column get lost because you have to scroll down) -- Key Support links could be moved over to the left column placed under additional icons.
sectioning into the 3 categories was very helpful to me
I find it difficult to find "classes" that I want to take.
There are too many sites that I'm supposed to keep track of as a manager...don't have time to review them all regularly. This is one site I haven't looked at much.
sometimes I have trouble trying to find stuff I need.
Improved look and feel, much organized.
There is simple navigation allowing you to easily find what yiu want
When you click on the content tab it says "An unexpected error occurred."
Easy to see my progress along with my team's
I enjoy the skills section and if I wanted to learn something new have the ability to do so. Example interested in Project Management, there is a lot of information regarding it. However, if something specific such as learning about Elektron I find it difficult to locate all the information that was created before in an e-learning format that I can browse through and pick the area of interest.
it is still difficult to find courses
The search function is not very accurate.
I'm new to the company, so I didn't interact with the old site.

We see a great improvement, lot of information is made available... Very useful catalogs, it really helps in self learning.
have not seen site since redesign
I kind of get lost in it. Maybe I just don't know it well enough, but I don't feel it's user friendly.
looks like it contains many great resources for career development
LIVE LEARNING CALENDAR がもっと見やすくなるとよい。
Lots of interesting information on there. Although I do struggle to easily find the Harvard Learning page.
really well organized
そもそも存在を知りませんでした
Easy to access and more stable
Wasn't around back then.
Better organised and the related items listed together.
The section is very clear
Very well organized
mostly online training though, would be good to see more face to face learning
使い勝手が?わあ?た?は?感?な?
Still trying to understand the length and breadth of offering
The site is easy to navigate. I like how categories of self development, exploration and collaboration opportunities are so accessible.
From technology perspective no up to date courses and even if we show interest to attend some courses online NO ONE bother to reply. Very SAD state. :(
The new layout allows me to fin learning paths and specific courses a lot easier.
I am new to the company, so I don't know how it was before. My first impression is very good.
かなり見やすくなったと思うが、まだ一部見づらい。コンテンツを見ようとするとエラーになったりする。
部下の名前を1人1人クリックしないと直近に完了したトレーニングが見れないと思うがブラウザーの反?も?の?で確認するの?に時間が掛かるの?で?目?で現れる?の?な画面がある?を便利
すみません もともとのサイトについてよく存じ上げないのでわかりません...
特に?わあ?た?は?印?は?な?
SQL を学びたいと思ったが見つけれなかった。存在していないのか、探し方が?か?た?の?か?は?か?の?ま?せん。
On some occasions the system times out but on the whole ok.
Seems simpler in a good way. Choose from three option before delving in to content.
I have not visited the Hub site.
Offerings could be improved, esp. software offerings. Standard microsoft suite is offered, but I could benefit from a structured training on UltraEdit, Html, Xml editors, etc.
I had never visited the learning hub site until now. It looks very nice and lots of helpful information.

Having multiple entry points (LMS, L@TR, etc.) is ok, but it presents a bit of a confusing map for newbies. When I send people to check out new info, I only send them to L@TR these days, but I do occasionally get feedback that they've gone into one of the other options and gotten confused.
It is usually easy to find what I'm looking for...
Being able to easily find learning materials matched to skill is a plus.
Existe a possibilidade de termos o site na linguagem em português?
Quick links to hot topics or key new classes would be nice
Like the look and feel of it. the other one looked very outdated
Couldn't find a way to get to list of courses I've previously completed
Even though I know it is out there in the Hub have not checked it yet
I like the loads of content, quite easy navigation and up-to-date changes on the main page.
I was not aware of the reorganization. Also have been really busy. :)
The search thing in Learning portal is very useful also we can go for any due learning so it is also helpful. Sometimes it gives error like An unexpected error has occurred but overall it is good
Reduced number of click thoughts to reach material.
Positive interdependence, Individual accountability, Appropriate use of teamwork skills, Regular self-assessment of team functioning
Overall, I like that it is easier to access and discover more appropriate content for one to learn.
Too many rows for PDF export, try exporting to Word or CSV

Q4 - 2. Please select the learning offerings/features listed below that you are aware of:



#	Answer	%	Count
1	Career Choices Hub Group	26.78%	477
2	Culture Wizard	40.60%	723
3	GetAbstract	23.92%	426
4	Learning Hub Badges	36.16%	644
5	Learning Tips for Employees / Helpful Hints for Manager	41.83%	745

6	Live Learning Calendar	19.26%	343
7	Great Manager Learning Resources	16.73%	298
8	Resources by BU/Function	14.26%	254
9	Resources by Skill	25.94%	462
10	Harvard ManageMentor	39.75%	708
11	LeadingEdge® by Harvard Business Publishing	18.59%	331
12	Pay It Forward Learning	15.61%	278
13	Other Opportunities	6.91%	123
	Total	100%	1781

Other Opportunities

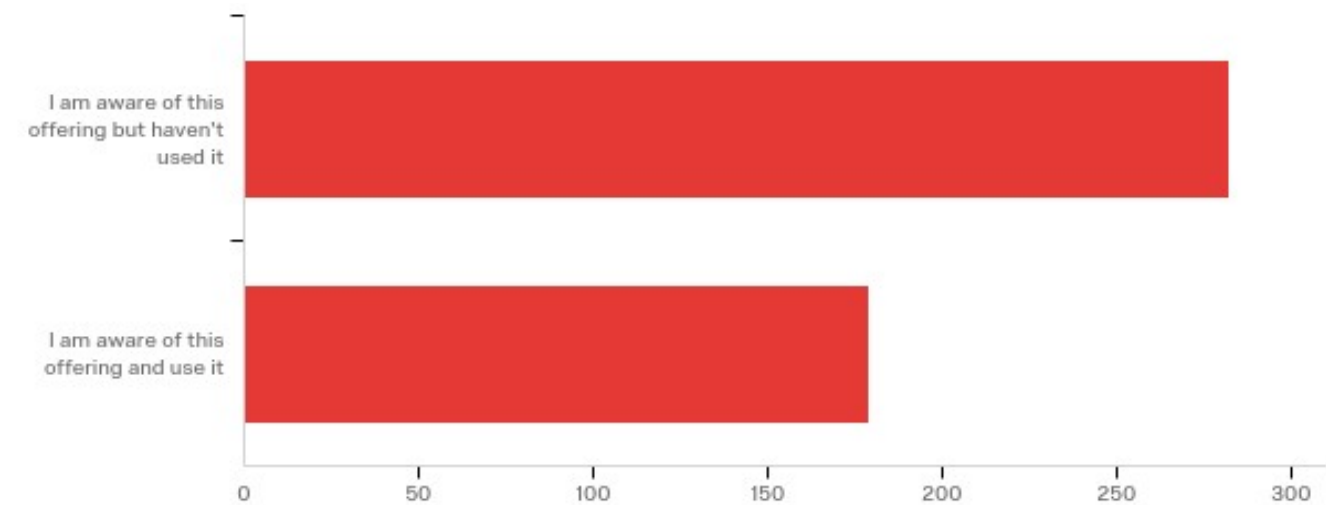
Other Opportunities
None
GTM TRAINING TEAM - GLOBAL
I know about Harvard ManageMentor site. and Careers & Learning I know about The Learning Portal (LMS).
Safari Books Online?
None
learning catalog
Não conheço nenhum listado acima.
Safari
Safari Books -- A great resource that is not generally available. I applied to get access and was denied.
Develop Myself & My Career, Manage My Learning, Manage My Career, Collaborate with other Learners
none
My Learning
H+, N+, CCNA, VCP, PMP certifications are added advantage in our Learning and development portal.
The Learning Portal
CLES
Online learning classes through MyLearning

i have not had the opportunity to explore this site. i am not following it, but will in the future.
O'Reilly Safari Books & Online Learning resources for technologists.
まだ利用したことがほとんどないのでわかりません。
MaTR
Frontline learning
Honestly I wasn't aware of this program
none
I don't know any of them
The Learning Portal
None
Learning Portal. WestLegalEdCenter.
Last I really knew of was T.U. courses
Business Ethics/Responsibility IT Security
I would like to see if there is a VBA training to get enrolled
Its good that we have free available technical books for learning, which are very costly in open market. That helped us.
Learning Pathways groups (e.g. Financial Markets, VBA)
none above
CA Learning Passport
Learning Portal
CEB
Safari Books Online
TR Foundation, Culture and Values (Senn Delaney).
My learning
TR Foundation classes
foundation
Mentorship: A program for employee's to be mentored by leaders across the organization.
Wasn't aware of these.
None of above
e-learnings
EIKON Learning Labs
None

somente tomei ciencia deste página através desta pesquisa.
Safari Online
I am familiar with the MaTR offerings
E-Learning
none
Safari online learning
Desconheço as oportunidades acima.
PmValue
ninguno de los mencionados
none
no reconozco el nombre de la herramienta
Power BI Salesforce.com
Tech Know hub group
Safari
ninguno
Los cursos de e-learning
BLP LGM Be the CEO of your Carrear
mandatory courses that appear
The Learning Portal, Tech Know
None of these
Some learning invitation email like How to persuade etc
Safari Online Book
Nenhum
I really want more in-house CLEs. It is MUCH more time efficient to have these in house. I don't have to take a whole day.
elearning cláusulas suelo elearning concursal elearning experto en prestaciones de la seguridad social
Market sector specialisation
None of the above
TR LMS
Not familiar with any of them.
Black belt emails

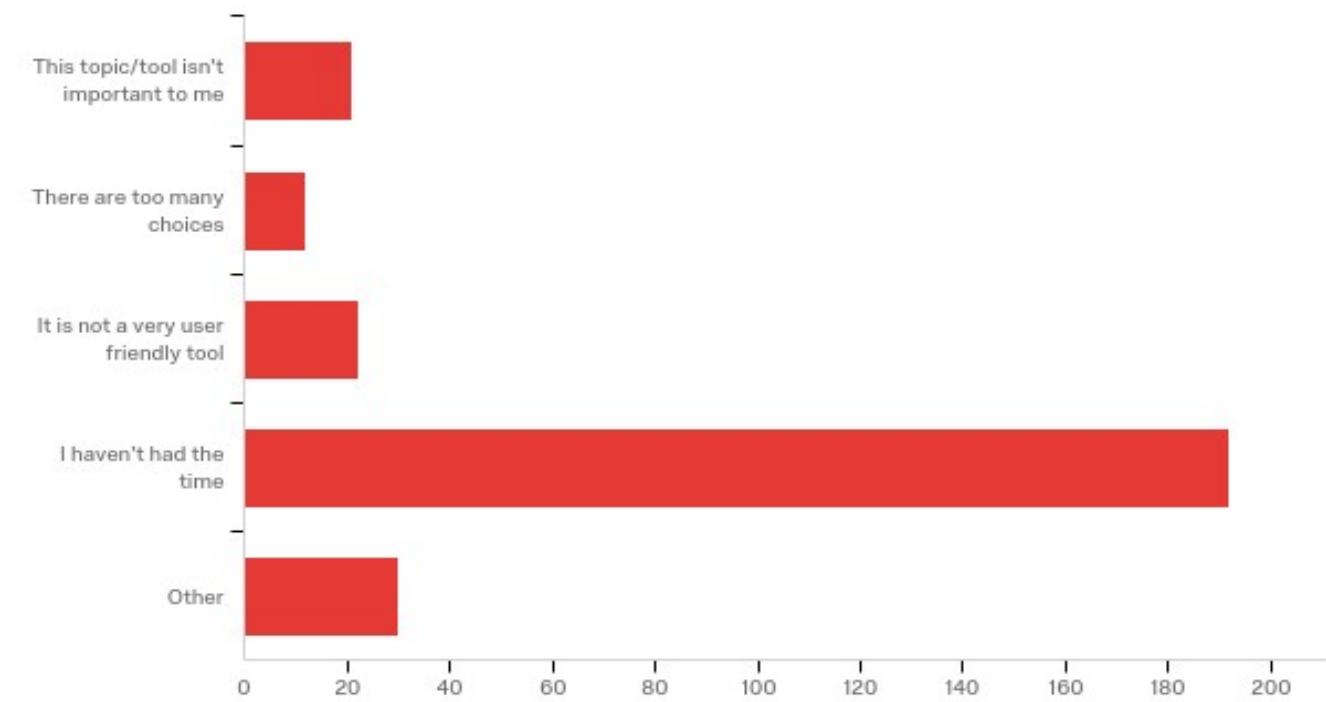
Not really aware of any of these
none of the above
Don't care about learning badges
None
SafariBooksOnline - only available to Technology at the moment
Heard of a few but not engaging with them
Diversidade no trabalho Security
Content Academy
I've never been able to get the Culture Wizard login to work but I'm aware of Culture Wizard because of the amount of emails it generates.
MaTR
Não Tenho realizado treinamento, devido a falta de tempo.
LinkedIn profile Effective Presentations
Mandatory learning: ie- Code of Conduct, spending money wisely etc.
when I click on links, I get alerts that say: "This document is outdated."
Mylearning
Trilha de treinamento de Soluções de GTM
Safari online resources Limited MOOC availability
PluralSight Safari
mylearning
Treinamentos e Formação - Domínio Sistemas (https://thehub.thomsonreuters.com/groups/treinamentos-e-formacao-dominio-sistemas).
Eikon Learning
https://mylearning.thomsonreuters.com
Language tables
GTM E-learning
Too many rows for PDF export, try exporting to Word or CSV

1_Q6 - [Field-1]



#	Answer	%	Count
1	I am aware of this offering but haven't used it	61.17%	282
2	I am aware of this offering and use it	38.83%	179
	Total	100%	461

1_Q8 - Why haven't you used it?



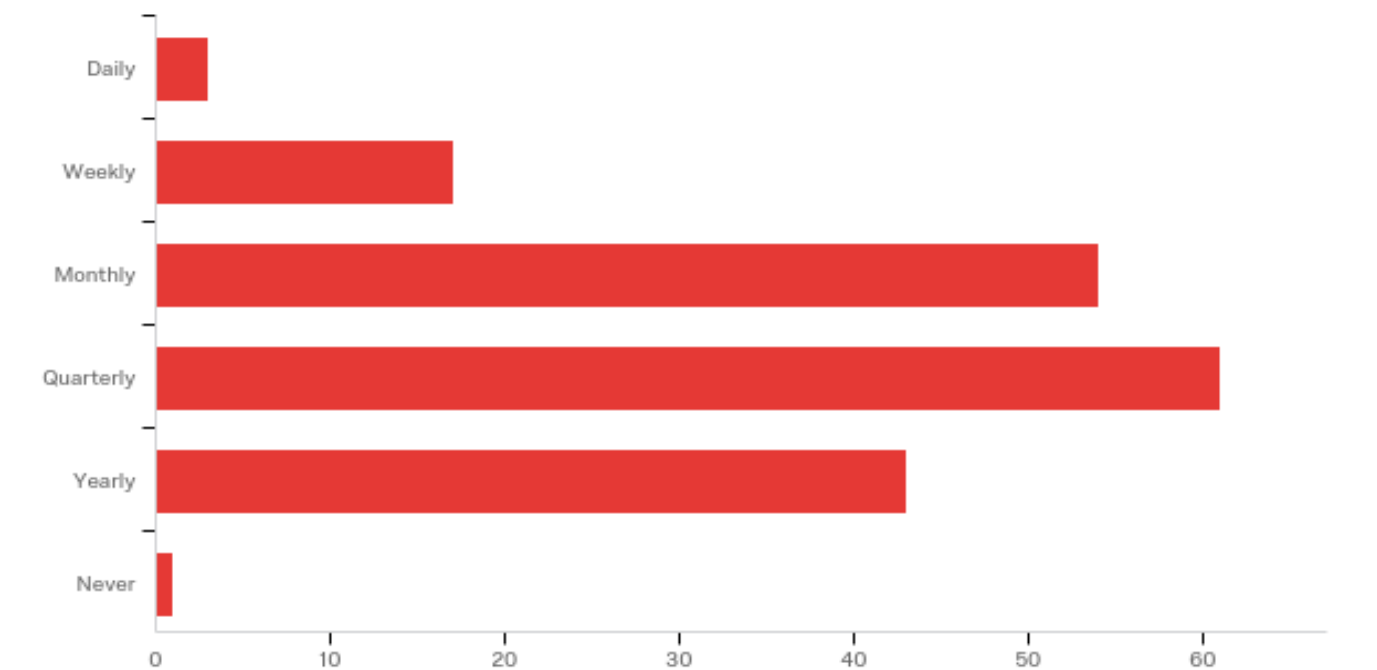
#	Answer	%	Count
1	This topic/tool isn't important to me	7.58%	21
2	There are too many choices	4.33%	12
3	It is not a very user friendly tool	7.94%	22
4	I haven't had the time	69.31%	192
5	Other	10.83%	30
	Total	100%	277

Other

Other
There doesnt seem to be much of use there
Ainda não consegui explorar a Ferramenta.
contractors don't have access
Have looked at this and the interest to deep dive further hasnt occurred

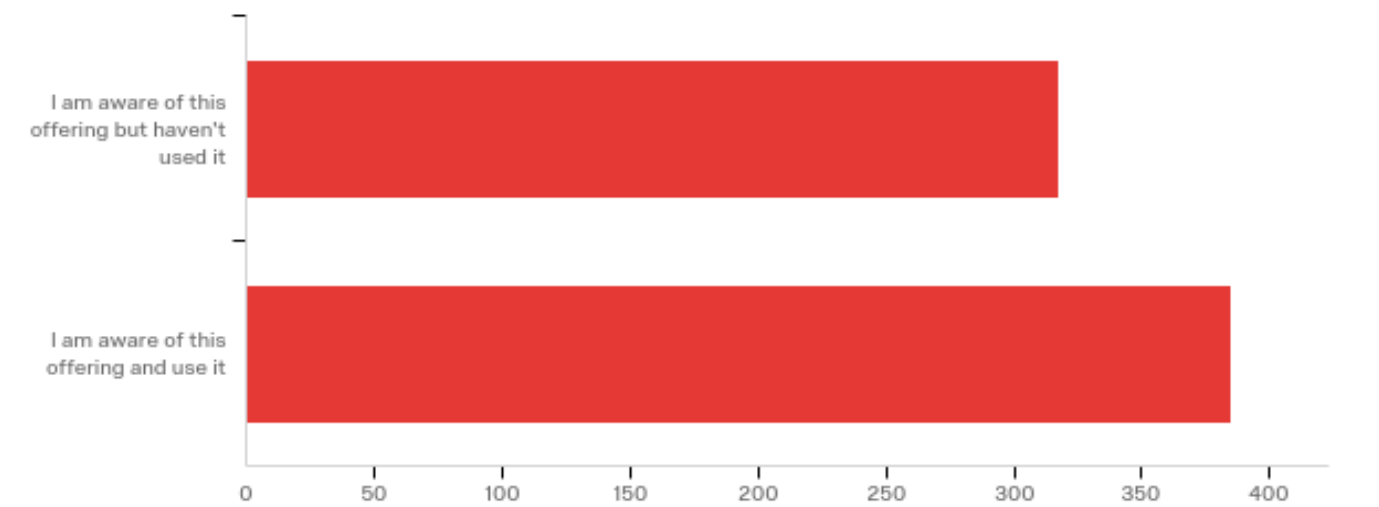
I will be soon
very busy at work, not too much time to view all the stuff that you have available.
also I just changed positions and am learning a new job
何かで紹介されて覗いてみました ちょっとやってみましたが 全部を一人でもくもくとなすのはかなり大変です
Not useful information
I have a lot of experience and have not been able to obtain help in my career advancement from the tools provided.
I follow the group but there are too many separate groups on The Hub. Hard to keep up with all of them.
I use a lot of learnings but do not always remember what 'division' they are part of ... these questions are therefore difficult to answer correctly. I care about the content more than about the group/division it belongs to.
Just began my second career when I joined TR in May 2016 and not looking for anything new.
there is so much organization and technology change that it is challenging to determine career focus and stability
入社後間もないので現在のポジション以外でのキャリアを考えたことがない
no need to
Did not understand it very well
Quando conheci a pagina, estava quase saindo de licença, mas agora que voltei quero me aprofundar nessa ferramenta e expor para todo o meu time.
Not looking for a new position at this time
All the comments are so old.
Acabo de iniciar minhas atividades na Thomson Reuters, ainda estou me familiarizando com as ferramentas internas.
Todos materiais são em Inglês

1_Q9 - How often do you use it?



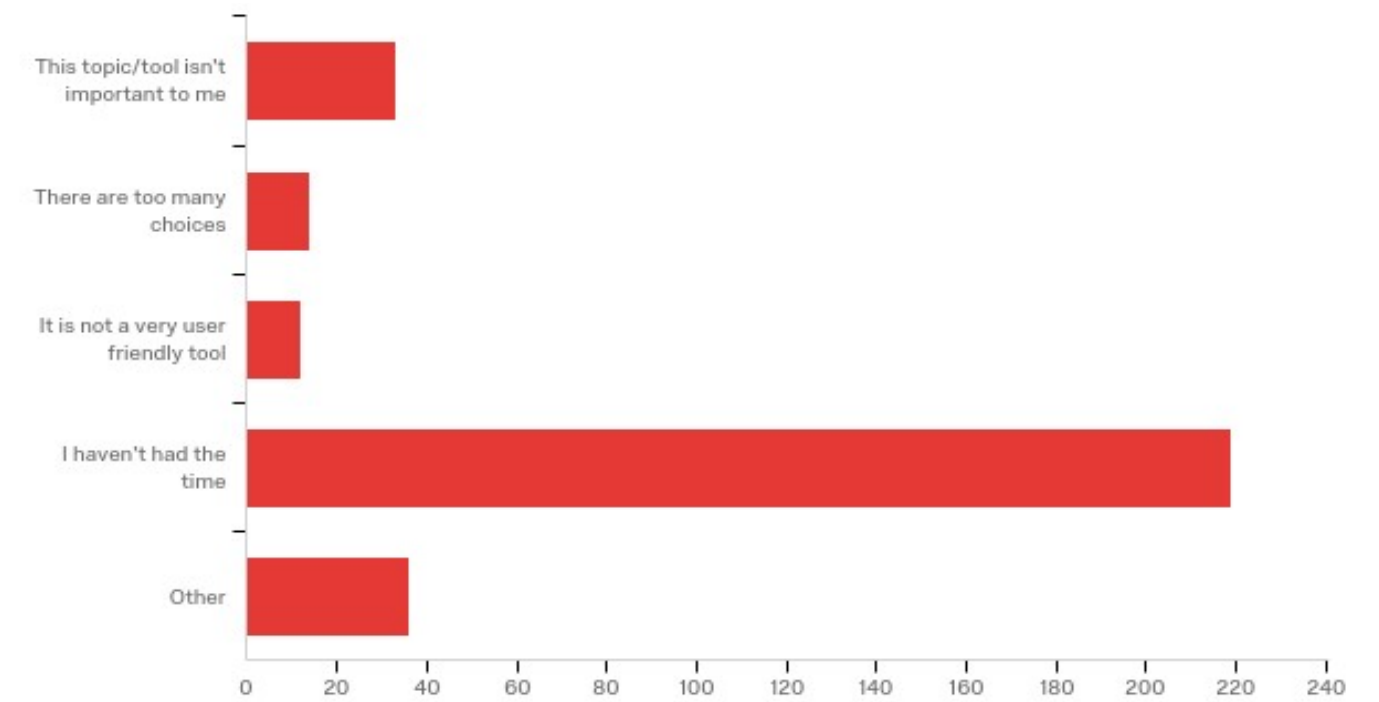
#	Answer	%	Count
1	Daily	1.68%	3
2	Weekly	9.50%	17
3	Monthly	30.17%	54
4	Quarterly	34.08%	61
5	Yearly	24.02%	43
6	Never	0.56%	1
	Total	100%	179

2_Q6 - [Field-1]



#	Answer	%	Count
1	I am aware of this offering but haven't used it	45.23%	318
2	I am aware of this offering and use it	54.77%	385
	Total	100%	703

2_Q8 - Why haven't you used it?



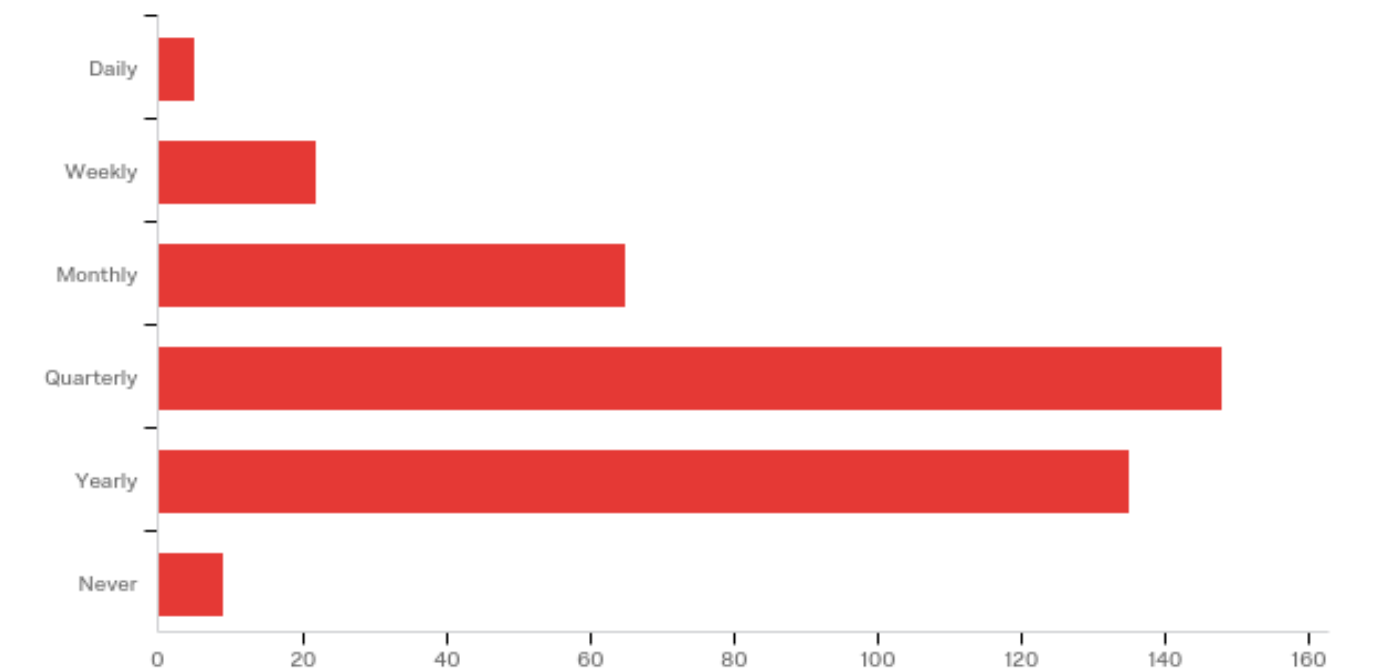
#	Answer	%	Count
1	This topic/tool isn't important to me	10.51%	33
2	There are too many choices	4.46%	14
3	It is not a very user friendly tool	3.82%	12
4	I haven't had the time	69.75%	219
5	Other	11.46%	36
	Total	100%	314

Other

Other
Haven't had the opportunity.
Used it when I had a global team to get initial awareness, no real need to continue use
Used the tool when I was travelling back in 2008, haven't used it ever since.
not interested at the moment

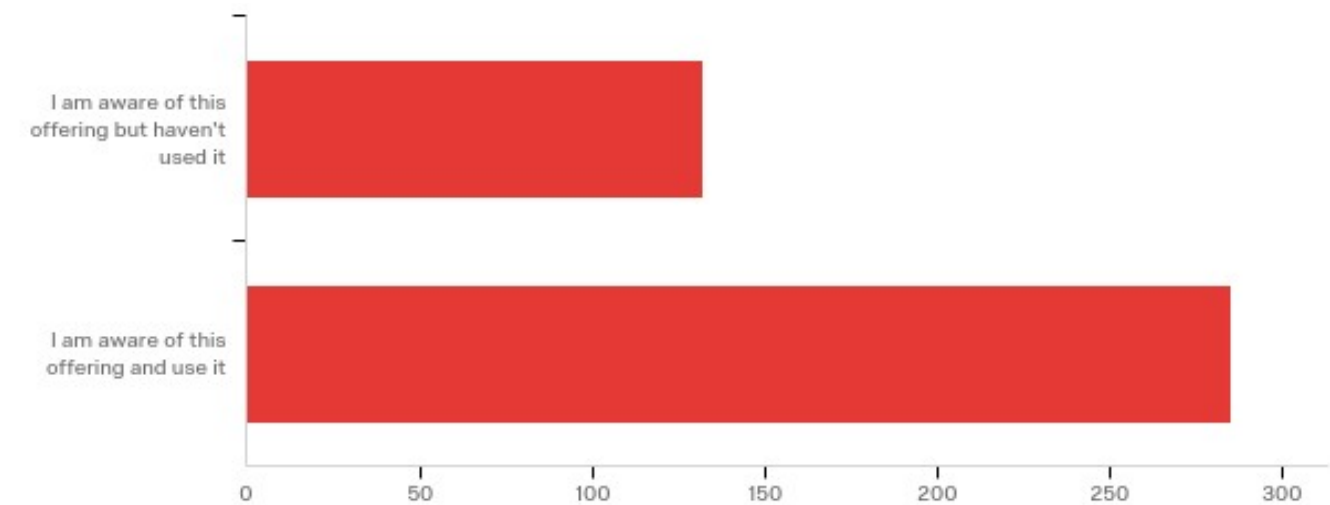
They just send me notifications via email. So i look through them.
I have logged in once i think
これも以前見たことはありますが、現在は使用していませんでした。 先程見直した処、かなり使いやすくなっているのでこれから使用して見ようと思います。
なにかで紹介されて覗いてみました
It competes with other HUB culture tools
The tool was not user friendly. However, trying to check it now, I've noticed that the tool has changed. It's a pity that it does not happen automatically (you need to click on something first), as the first impression makes you close the website. The new version looks much better. Time to check it!
I just became aware of it in the past week. Though I plan on looking into it.
It's on my to do
Not relevant to me recently
i used it once but have forgotten about it since
Had to take one course years ago. Haven't looked at it since.
I don't know what it's for.
Notoriously unhelpful
I haven't needed to.
Registered one class but the time is not suitable for Asia.
Interesting area, individuals need to invest time in this
The objective is to teach culture of different part in the world but the dial in access number for live or replay only have Australia and New Zealand numbers. It shows the organizer may not even know even the basic about the world (geographic locations where our Asia presence are).
The topic is interesting but not in the scope of the focus at the time.
I'm too busy
I can't get the login to work
Content doesn't have great applicability to my needs
I used culture wizard when it first came out and found it very useful for learning about Thai culture as I work with colleagues in Thailand daily, I will use it again when I need to learn about another culture for work
I didn't have access to it.
Typically focus on the mandated learning modules.
Nos primeiros emails dei mais atenção e até tentei utilizar, mas tinha muita informação e acabei não dando prosseguimento. Vou tentar explorar mais.
Semelhante ao interior, como estou iniciando minhas atividades na empresa, estou conhecendo aos poucos os recursos.
I used only once, 3 years ago. Not helpful.
It is frequently down/doesn't work.

2_Q9 - How often do you use it?



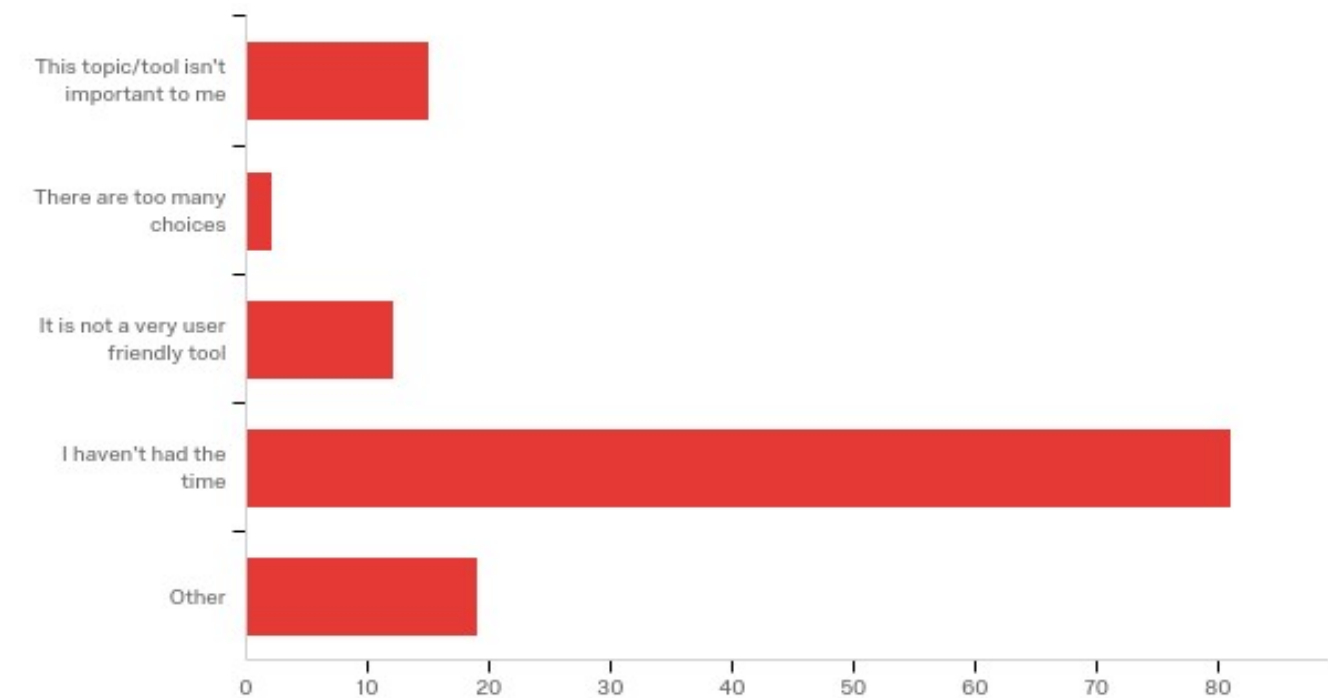
#	Answer	%	Count
1	Daily	1.30%	5
2	Weekly	5.73%	22
3	Monthly	16.93%	65
4	Quarterly	38.54%	148
5	Yearly	35.16%	135
6	Never	2.34%	9
	Total	100%	384

3_Q6 - [Field-1]



#	Answer	%	Count
1	I am aware of this offering but haven't used it	31.65%	132
2	I am aware of this offering and use it	68.35%	285
	Total	100%	417

3_Q8 - Why haven't you used it?



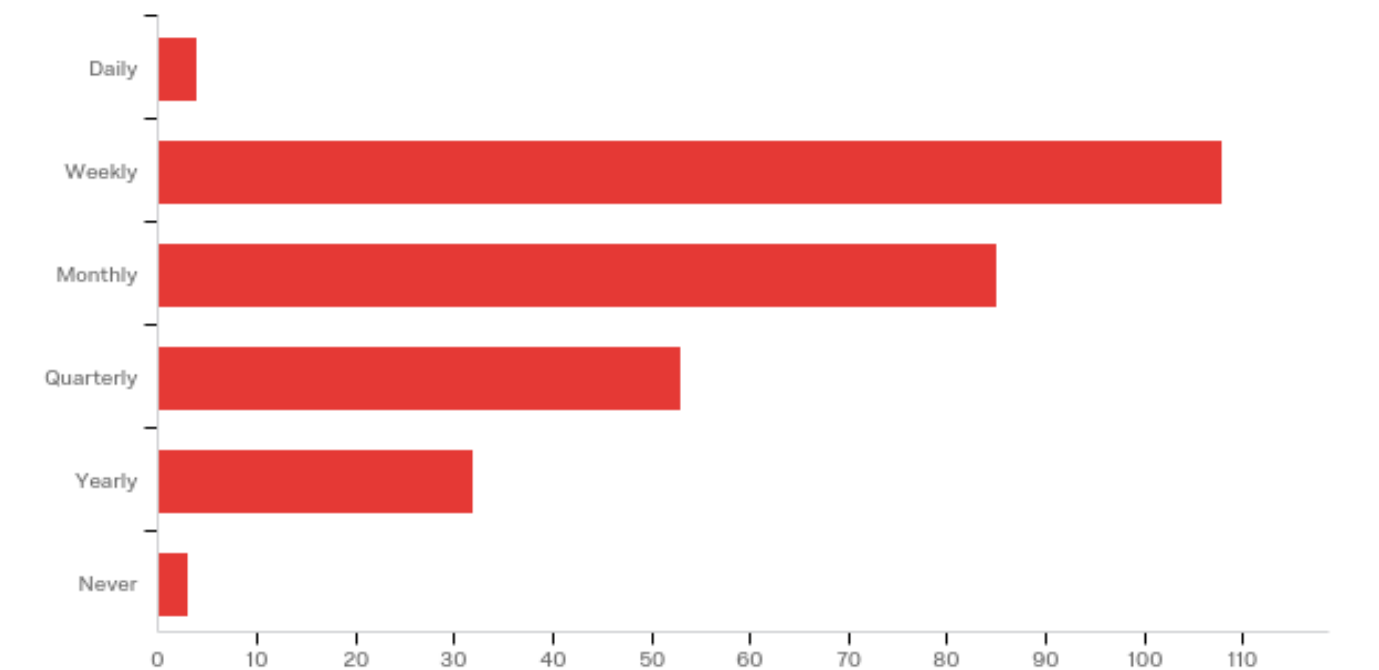
#	Answer	%	Count
1	This topic/tool isn't important to me	11.63%	15
2	There are too many choices	1.55%	2
3	It is not a very user friendly tool	9.30%	12
4	I haven't had the time	62.79%	81
5	Other	14.73%	19
	Total	100%	129

Other

Other
I think I did use it when it first came out, but not since.
Once again, I need to make the tool a priority.
Not very useful to just have the abstract
The level is really low and overly simplistic.

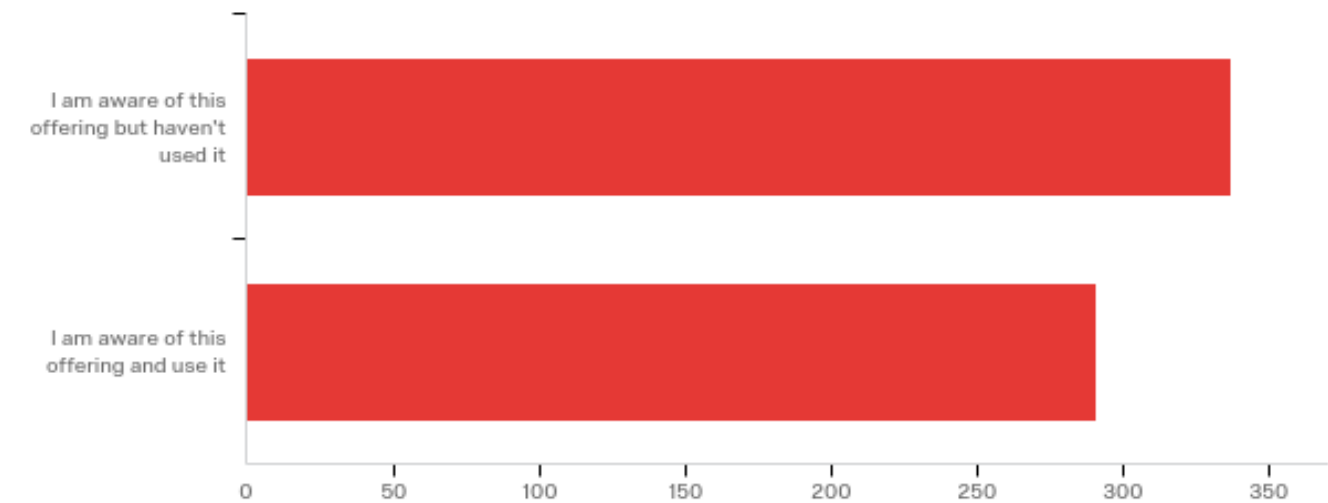
checking it out to see what it offers
the book isn't free if you want to read more than the abstract. (I miss books 24x7)
i don't know what kind of abstarcts will i get and whether my skills get recognized if i go over them.
I haven't had the time and I'm not sure how it works to use it.
I receive the emails from GetAbstract but don't always have the time to read through them. I do skim the headline for topics of interest to focus on.
I don't know what it's for.
can't figure out how to use it...complicated to find books/papers.
I haven't made the time. I am making use of other resources currently but hope to direct more attention to this offering in the coming year.
It ends up spamming you every week, which is a real shame
Typically focus on the mandated learning modules.
I'm not sure what it involves.

3_Q9 - How often do you use it?



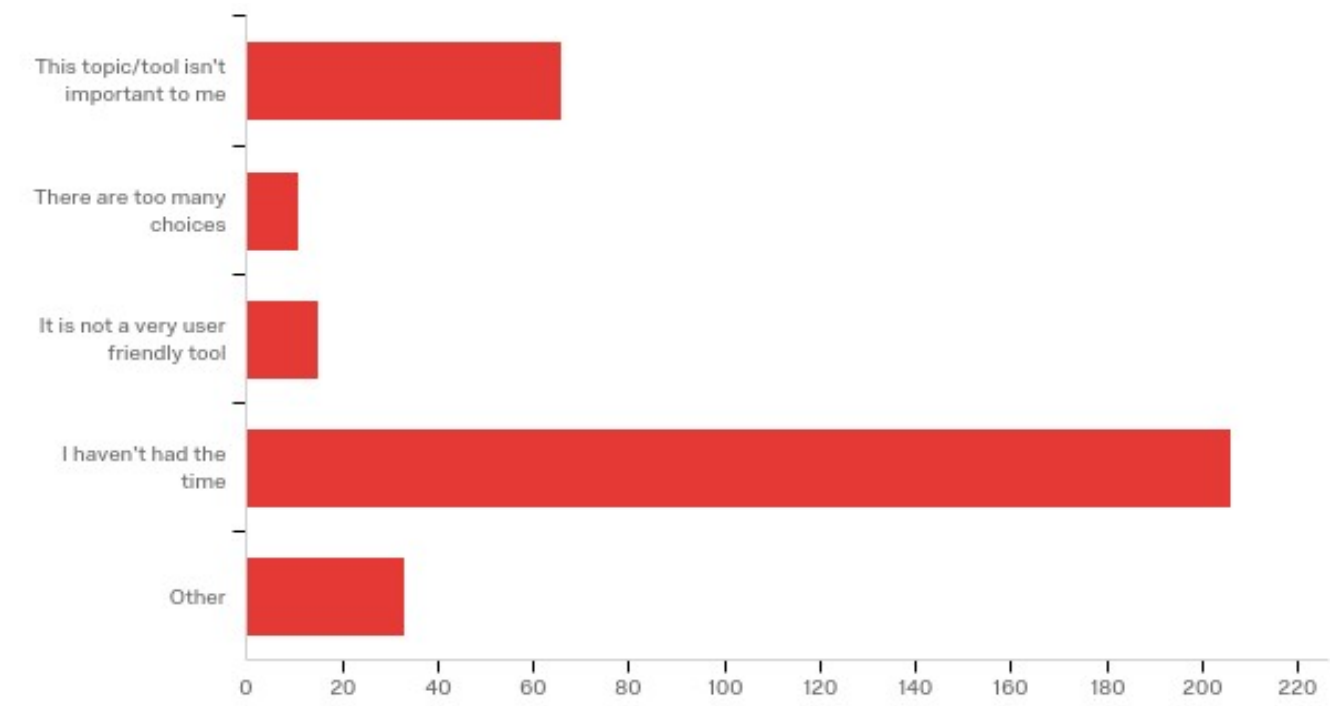
#	Answer	%	Count
1	Daily	1.40%	4
2	Weekly	37.89%	108
3	Monthly	29.82%	85
4	Quarterly	18.60%	53
5	Yearly	11.23%	32
6	Never	1.05%	3
	Total	100%	285

4_Q6 - [Field-1]



#	Answer	%	Count
1	I am aware of this offering but haven't used it	53.66%	337
2	I am aware of this offering and use it	46.34%	291
	Total	100%	628

4_Q8 - Why haven't you used it?



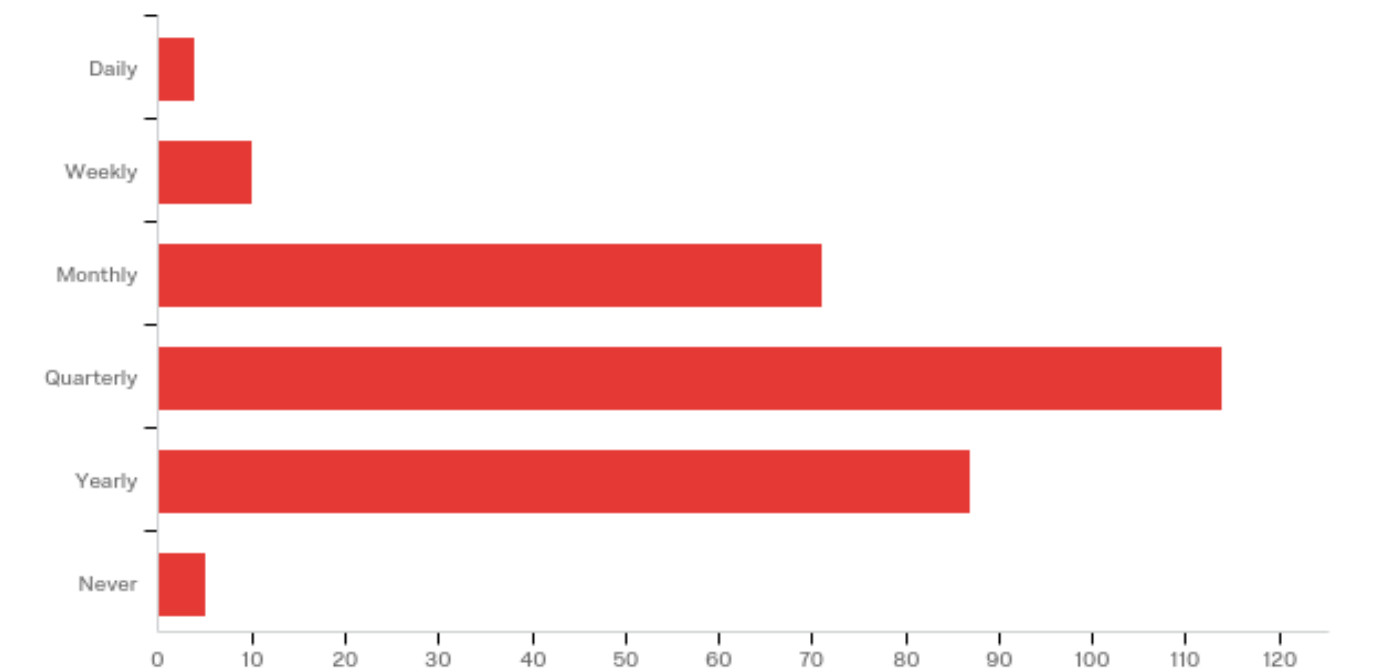
#	Answer	%	Count
1	This topic/tool isn't important to me	19.94%	66
2	There are too many choices	3.32%	11
3	It is not a very user friendly tool	4.53%	15
4	I haven't had the time	62.24%	206
5	Other	9.97%	33
	Total	100%	331

Other

Other
I have been told "you have to make the time", but that is not realistic with the workload I have been assigned. With my limited available time, I need something that is succinct and meaningful.
not too sure how to use it
I don't understand the point of hub badges. Why do I want or need them?

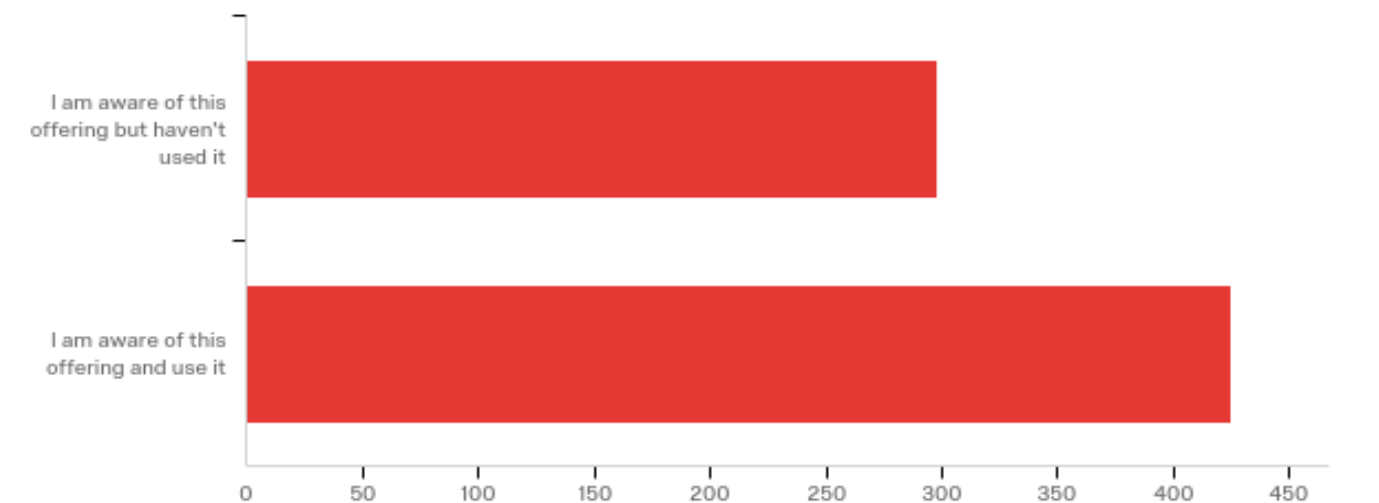
not sure i understand the purpose/value, so haven't taken the time to even consider
Not sure how you get a learning badge
Just need an easy way to find topics we want to learn / advance in and be able to do it.
I like to learn so that i can do my job better, but the badges do not interest me.
Not useful
I see people get badges but I don't know how to get them. Though I have taken courses, I don't seem to get badges from them.
Seems a bit silly and given the 12 hour days I am working, not a priority.
I didn't realize this was an offering rather than a mechanism to track and encourage engagement
i didn't know there was a go-to place for these - i thought it was only something you attained if you reacted to a specific training email pointing you to the learning
Seems to be inconsistent in whether badges are credited to profile, so stopped pursuing them.
The hub and all that goes on within it is a full time job just keeping up with things that directly impact me. To see the amount of contributions by others, i wonder, what is wrong with the work expectations in my part of the organization? I have no time for this type of interactions during my work day.
have not made the time to understand how it works
Hasn't been a priority.
but expect to have time in Q2
Very US centric
to our understanding it's more about market sector specialisation
Too much like social media if you need to share and like. I'm not a big fan of social media style in the work place
Not sure if you mean collecting badges or creating them. If creating them is something you can do, I never knew of that.
Not sure how to earn badges and what the incentive is.
I prefer to explore the learning offering on the platform based on my needs rather than get trained for a badge.

4_Q9 - How often do you use it?



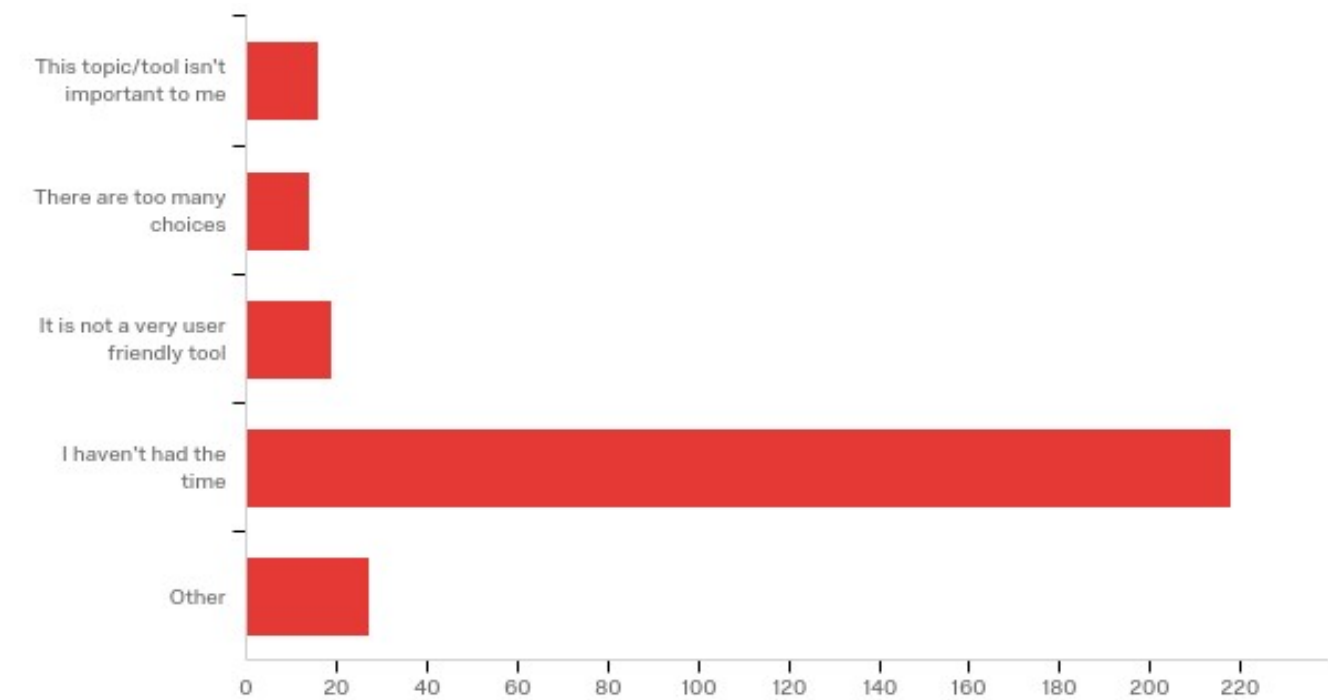
#	Answer	%	Count
1	Daily	1.37%	4
2	Weekly	3.44%	10
3	Monthly	24.40%	71
4	Quarterly	39.18%	114
5	Yearly	29.90%	87
6	Never	1.72%	5
	Total	100%	291

5_Q6 - [Field-1]



#	Answer	%	Count
1	I am aware of this offering but haven't used it	41.22%	298
2	I am aware of this offering and use it	58.78%	425
	Total	100%	723

5_Q8 - Why haven't you used it?



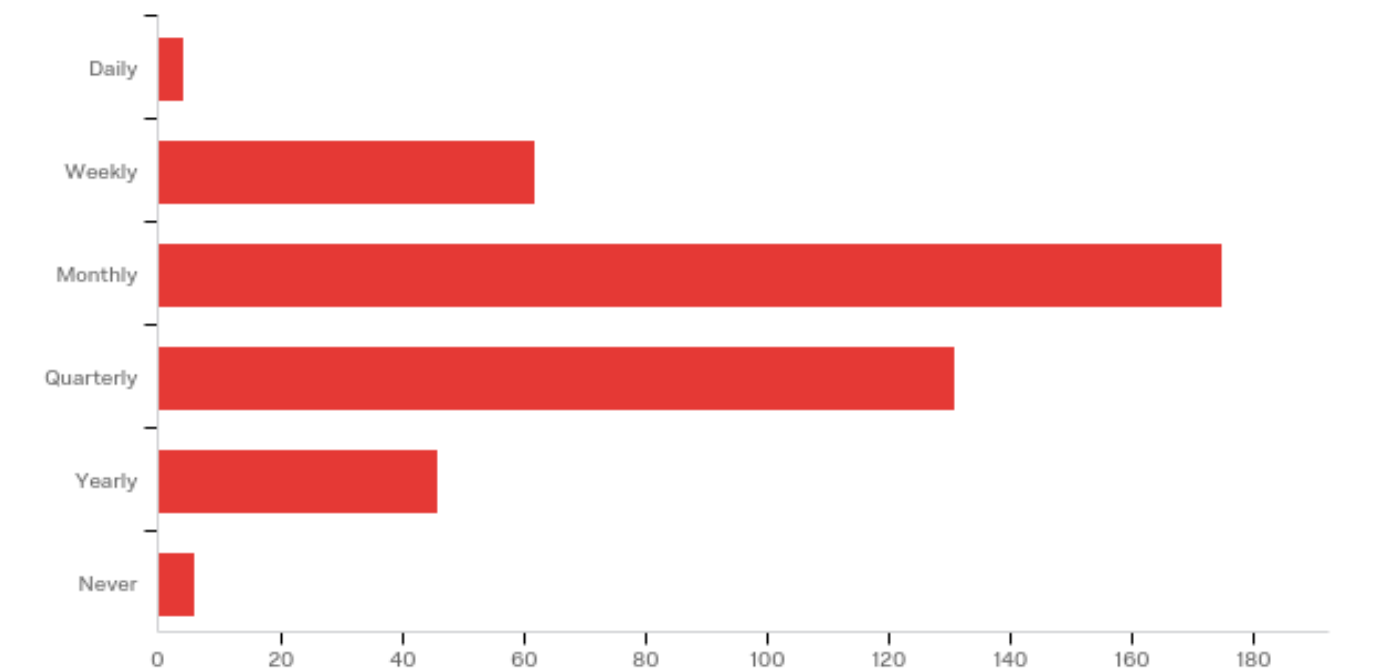
#	Answer	%	Count
1	This topic/tool isn't important to me	5.44%	16
2	There are too many choices	4.76%	14
3	It is not a very user friendly tool	6.46%	19
4	I haven't had the time	74.15%	218
5	Other	9.18%	27
	Total	100%	294

Other

Other
Only recent aware of it.
I have not spent much time on the Learning at Thomson Reuters Hub group. I don't feel like I've heard much about it from managers and coworkers until just recently.
Not subscribed to it

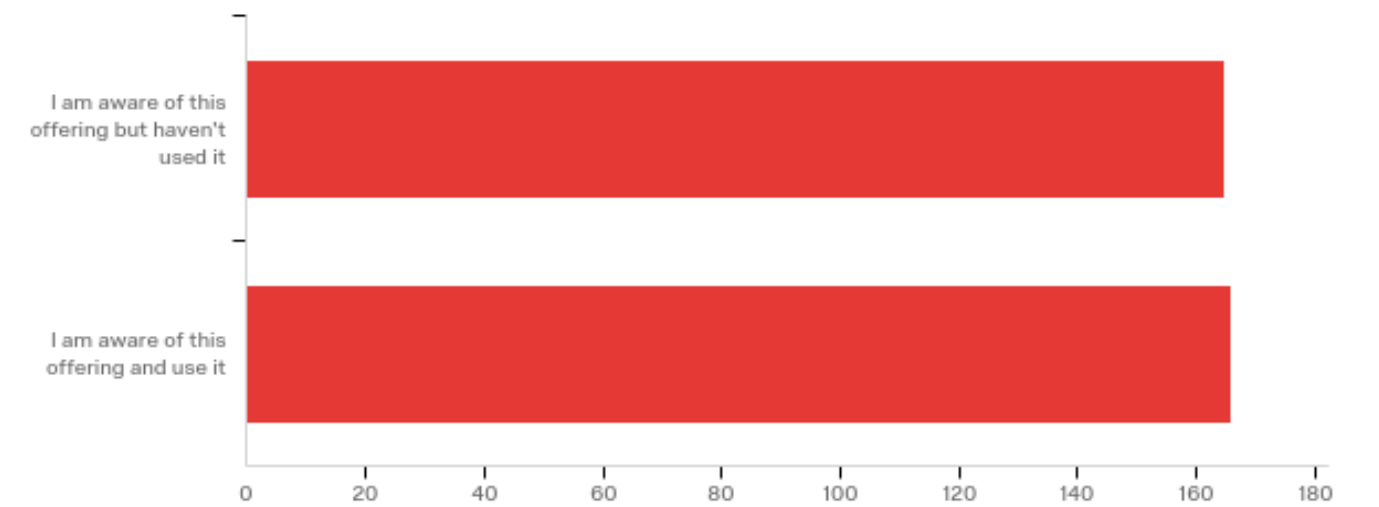
I don't spend a lot of time to actively go into these topics; I know it is there in case I would need it....
どのようなコンテンツが含まれているか分からず使いたいものかどうか分からないため
Difficulty navigating there
i might be confusing this with the regular emails we get about what managers should be doing
I am not a people manager
I haven't made the time.
Me gustaría que hubiera más herramientas en castellano.
I was confused about the emails and thought they would require registration in a course.
My role doesn't lend itself to it, but i'm always interested in new tips for employees and managers
e não encontrei a opção em português.
I recently join TR so I haven't got the chance to try them yet due to excessive training on the job. Will definitely have a look later on.
Not sure if i have used it. There are so many different types of learning tools that it's hard to recall which is which.
Content does not go deep enough for best relevance for me
It's addressed to Managers. In not one.
Just heard about that internal feature for managers, but already use the Harvard management tip of the day, which provides some interesting points via a quick reading. And in case of a more in depth need, it already associates further technical reading for it.
I didn't understand this tool.
Todos materiais em Inglês

5_Q9 - How often do you use it?



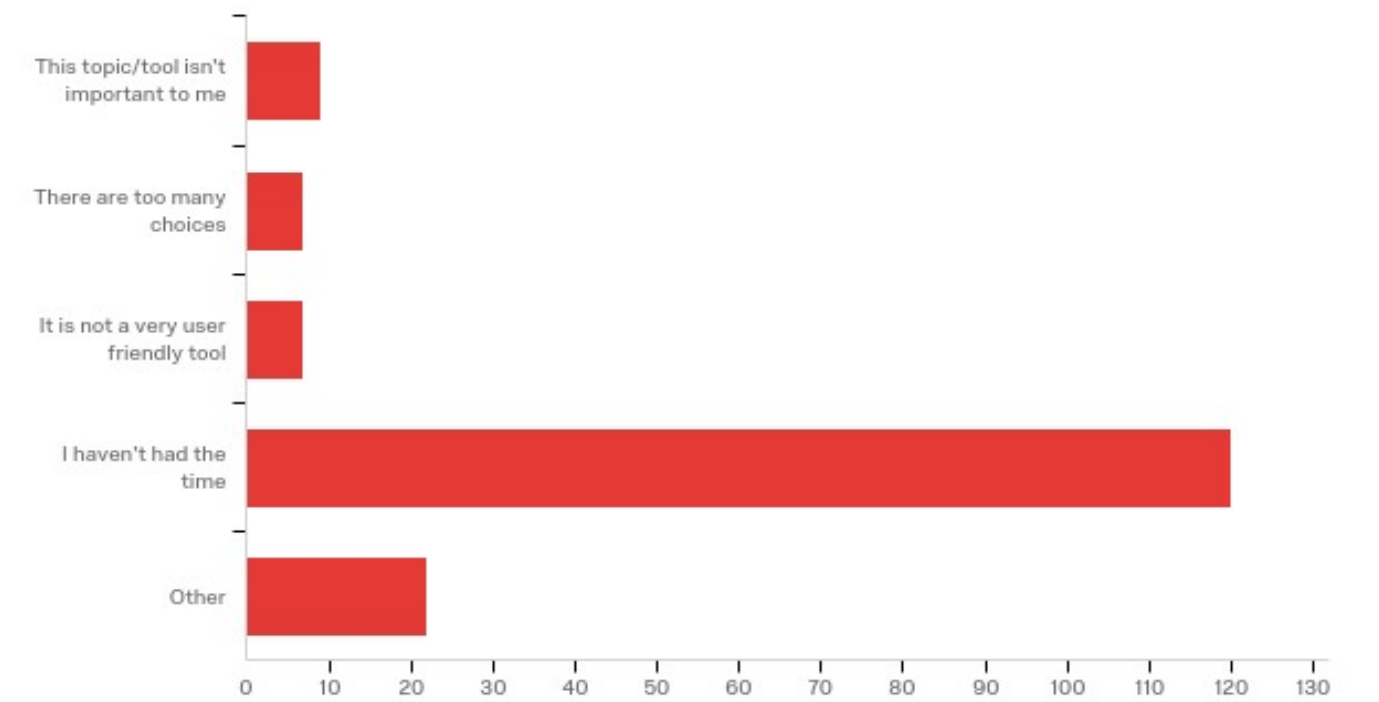
#	Answer	%	Count
1	Daily	0.94%	4
2	Weekly	14.62%	62
3	Monthly	41.27%	175
4	Quarterly	30.90%	131
5	Yearly	10.85%	46
6	Never	1.42%	6
	Total	100%	424

6_Q6 - [Field-1]



#	Answer	%	Count
1	I am aware of this offering but haven't used it	49.85%	165
2	I am aware of this offering and use it	50.15%	166
	Total	100%	331

6_Q8 - Why haven't you used it?



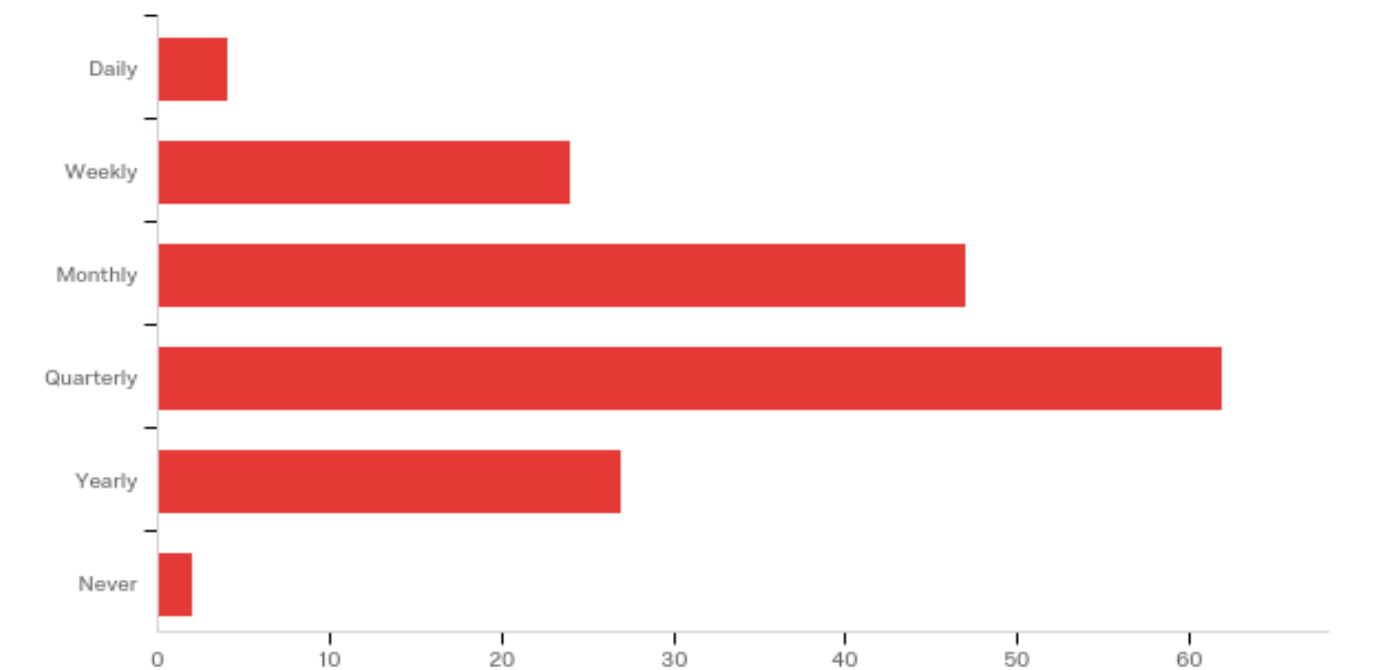
#	Answer	%	Count
1	This topic/tool isn't important to me	5.45%	9
2	There are too many choices	4.24%	7
3	It is not a very user friendly tool	4.24%	7
4	I haven't had the time	72.73%	120
5	Other	13.33%	22
	Total	100%	165

Other

Other
Only recently aware of it
Events are rarely appropriate for Asia timezone.
There are limited live online sessions.
These seem to be only for employees based at large sites. Small site? No options for attending via WebEx.

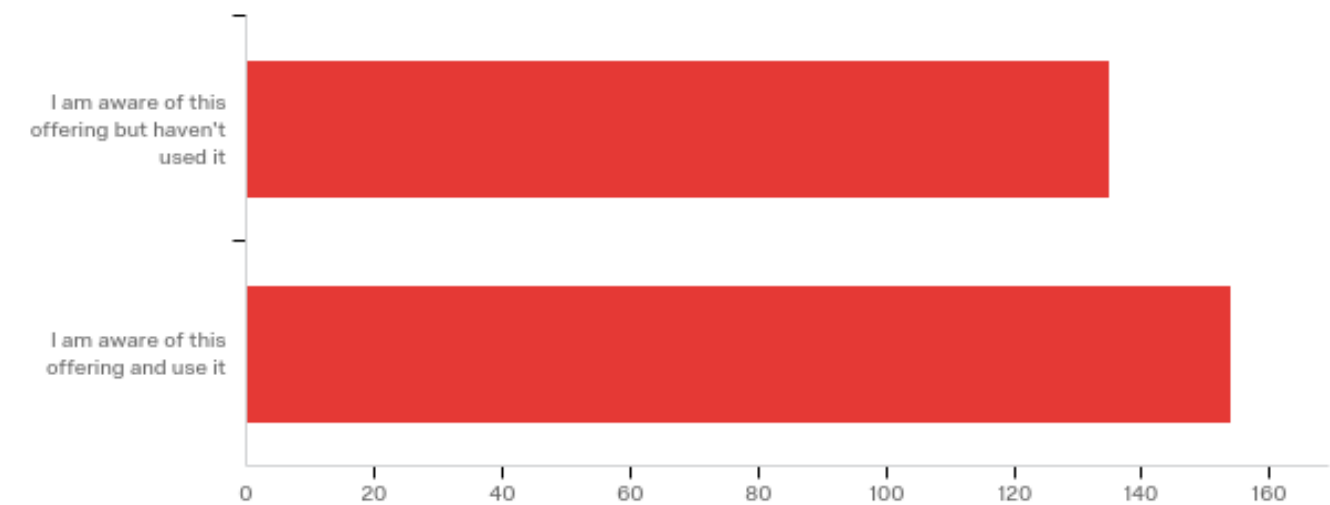
It isn't always clear where it resides, and until now I wasn't aware of the overall Learning Hub page.
I am not in an office, therefore I am limited to online offerings.
Not useful content
I have scheduled sessions but when the day came I wasn't able to participate due to staffing issues.
Simply takes too long to load and courses you signed up for get cancelled yet continue to be advertised. Really, hard to recommend and grow staff when courses are cancelled. Very disappointed in this learning site and practices.
Budget concerns
Opportunities haven't aligned with schedule yet
Timezone is not so frendly to Australian Time.
I haven't had the time but also quite a few of the learning courses I've been interested in haven't been offered in a suitable timezone or at a good time to attend.
I miss subjects linked to my business and individual goals. I miss offerings focused on my region needs (Brazil/GGO).
The learnings I'm interested in are usually completed
there are not many technical courses for software engineers
All courses that I attended related to it were very disappointing, too fast and shallow in content. I keep track of its topic and search the ones I consider to be interesting on Harvard mentor.
No es amigable en su búsqueda y uso
falta de hábito de utilização e um dispositivo móvel para atualizar
the times of sessions are not listed in my time zone (Im in New Zealand) and it can be hard to translate them, only to find out the webinar i want is at 3am etc
Usually there is no groups for Brazil

6_Q9 - How often do you use it?



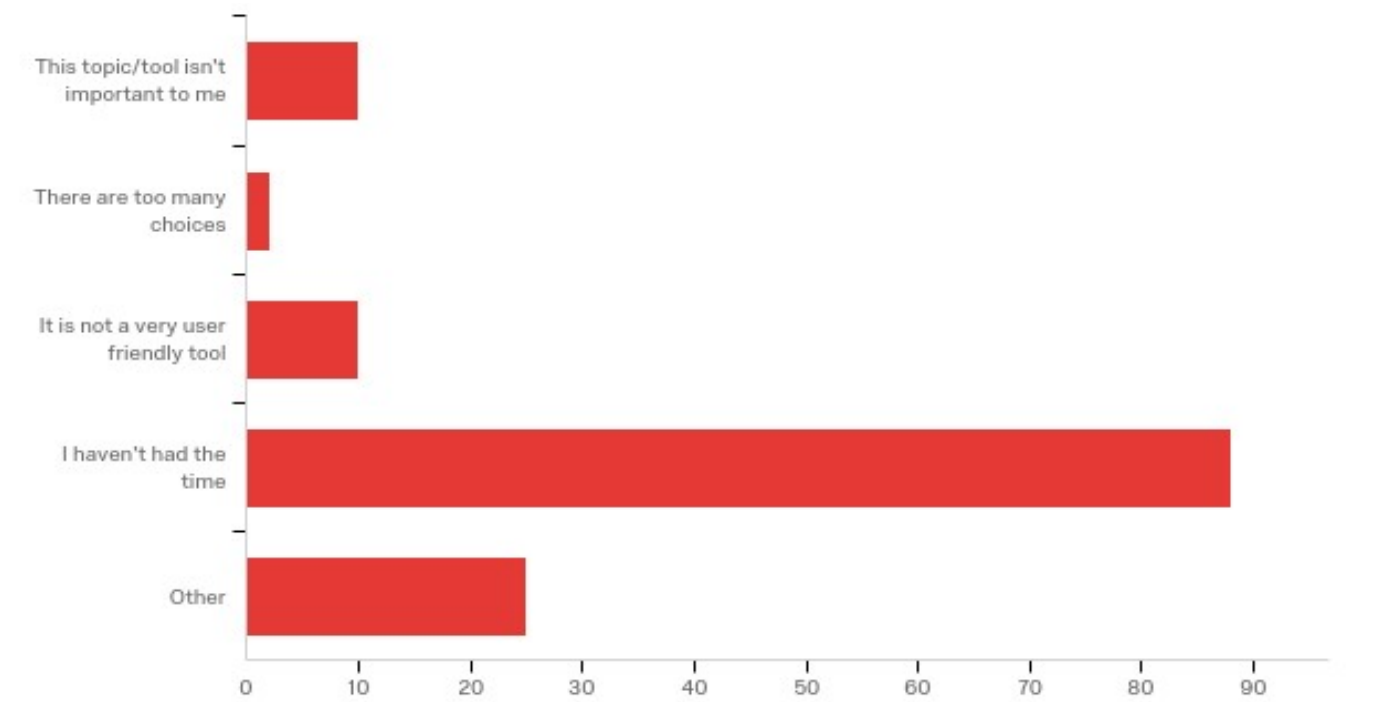
#	Answer	%	Count
1	Daily	2.41%	4
2	Weekly	14.46%	24
3	Monthly	28.31%	47
4	Quarterly	37.35%	62
5	Yearly	16.27%	27
6	Never	1.20%	2
	Total	100%	166

7_Q6 - [Field-1]



#	Answer	%	Count
1	I am aware of this offering but haven't used it	46.71%	135
2	I am aware of this offering and use it	53.29%	154
	Total	100%	289

7_Q8 - Why haven't you used it?



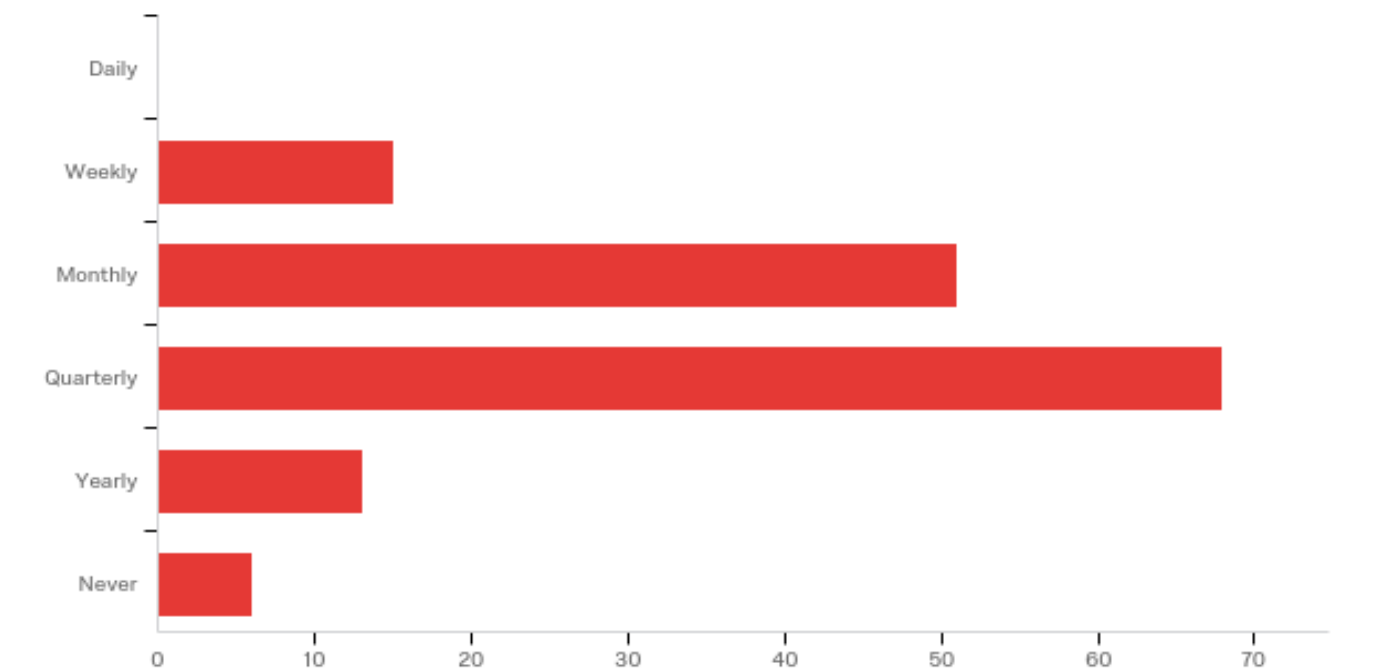
#	Answer	%	Count
1	This topic/tool isn't important to me	7.41%	10
2	There are too many choices	1.48%	2
3	It is not a very user friendly tool	7.41%	10
4	I haven't had the time	65.19%	88
5	Other	18.52%	25
	Total	100%	135

Other

Other
I am not a manager.
Not useful data
i am not at managerial role to utilize this.
The relevant course was booked out.

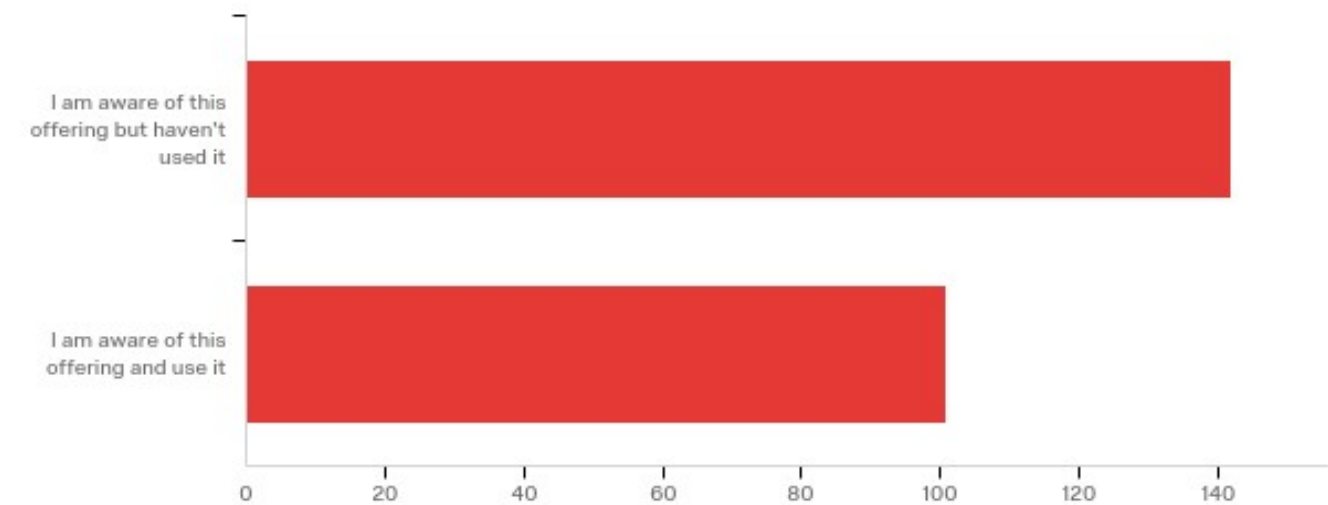
I am not a people manager
I recently discovered this learning tools are available for our coworkers
I am also not a manager.
I am not a people manager
Same comments as before.... I find the site hard to get to what i am looking for. This content is overly managed. Complicated to figure out.
Will be getting to it soon!
I am aware but do not use it very frequently. The Knowledge Management team of my unit customizes the required learning for the unit. Moreover at times i go through some of the topics from the Harvard Journal as well as the useful tips for managers.
I'm too busy
irrelevant
Not a manager
I'm not a manager. I checked it out and recommended it to managers. :-)
No tengo condición de manager
As i am a developer i do not need to learn management skills
em treinamento.

7_Q9 - How often do you use it?



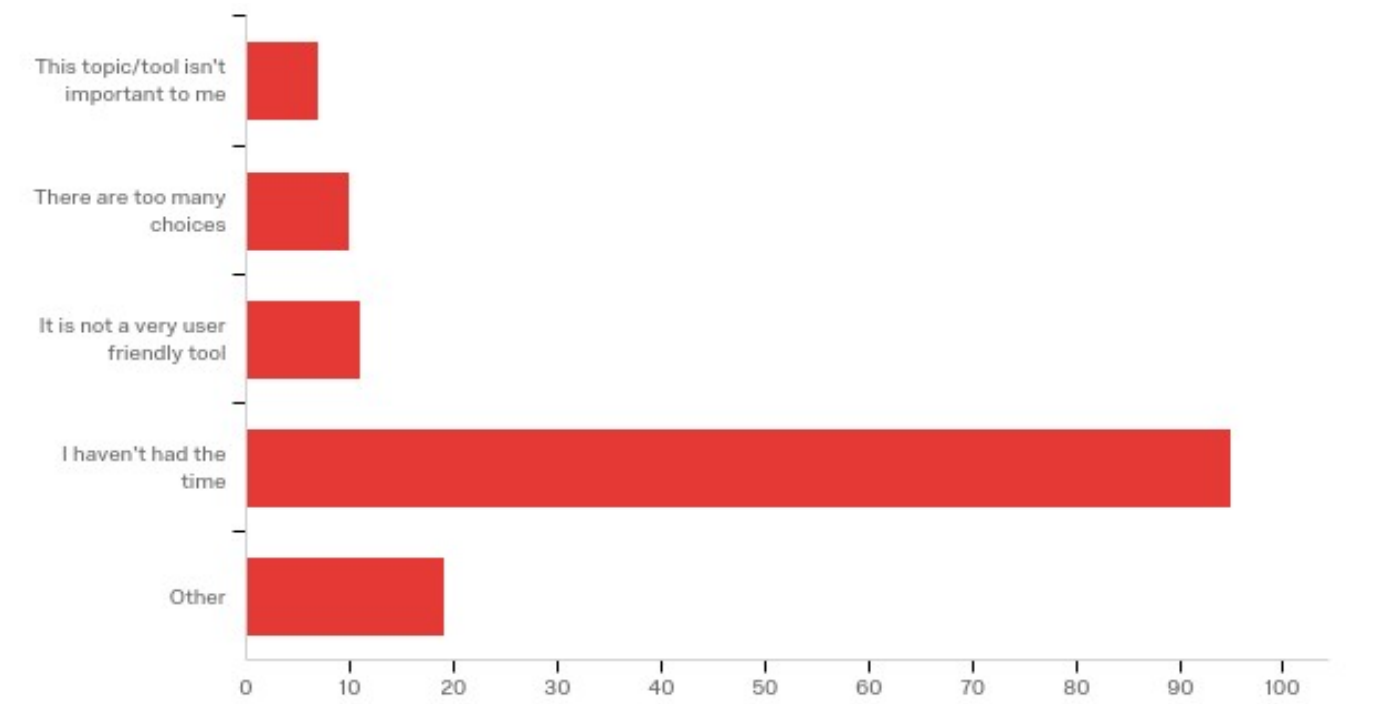
#	Answer	%	Count
1	Daily	0.00%	0
2	Weekly	9.80%	15
3	Monthly	33.33%	51
4	Quarterly	44.44%	68
5	Yearly	8.50%	13
6	Never	3.92%	6
	Total	100%	153

8_Q6 - [Field-1]



#	Answer	%	Count
1	I am aware of this offering but haven't used it	58.44%	142
2	I am aware of this offering and use it	41.56%	101
	Total	100%	243

8_Q8 - Why haven't you used it?



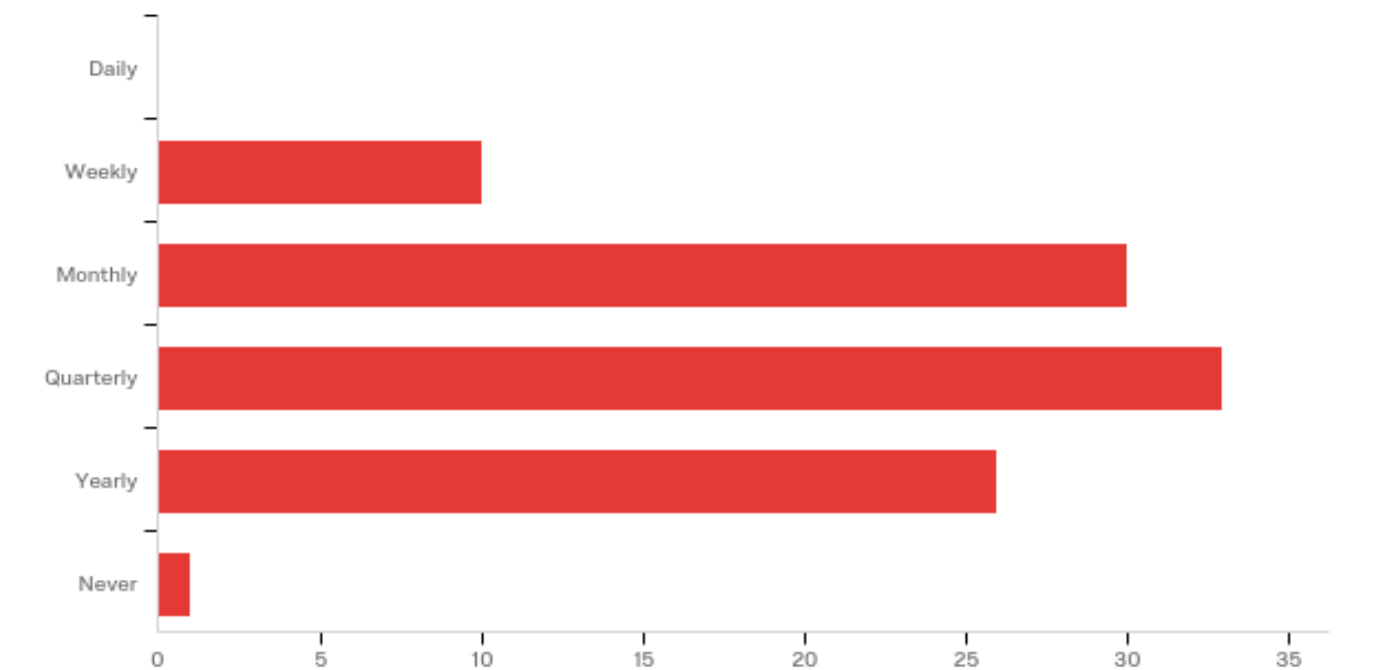
#	Answer	%	Count
1	This topic/tool isn't important to me	4.93%	7
2	There are too many choices	7.04%	10
3	It is not a very user friendly tool	7.75%	11
4	I haven't had the time	66.90%	95
5	Other	13.38%	19
	Total	100%	142

Other

Other
better alternatives online
simply didnt have opportunity to look at
Limited offerings for my BU.
found out about it only recently

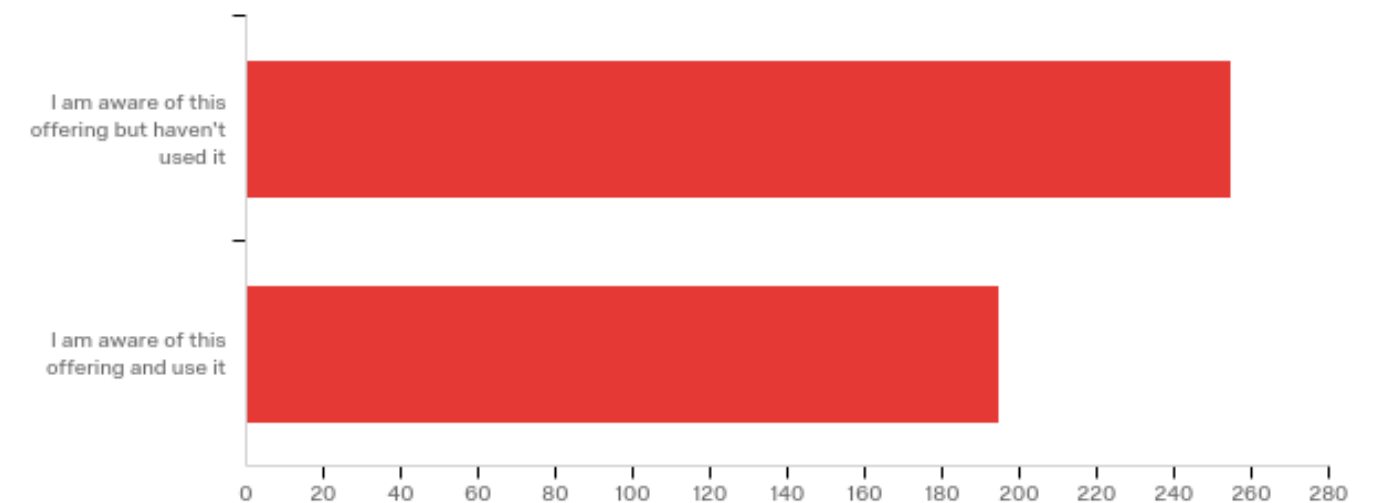
Little time to do as much learning as I would like, and I generally stick to the high level skills- doesn't matter what BU you are in.
it is quite new to me and I have not had the time to look into much detail but have informed my team about it.
Actually, not aware of the offering, however, did not have an option to select otherwise.
Have found other ways to get at same / similar resources
N/A
I am aware but do not use it very frequently. The Knowledge Management team of my unit customizes the required learning for the unit.
I'm too busy
not relevant content; not useful content--telling me about CLE in Minneapolis does not help me; some content links say "UNAUTHORIZED." I get better content on YouTube.
there are no relevant courses specifically for my business unit but I do use Tech Know, just not reached via this page
Ainda não precisei desse recurso

8_Q9 - How often do you use it?



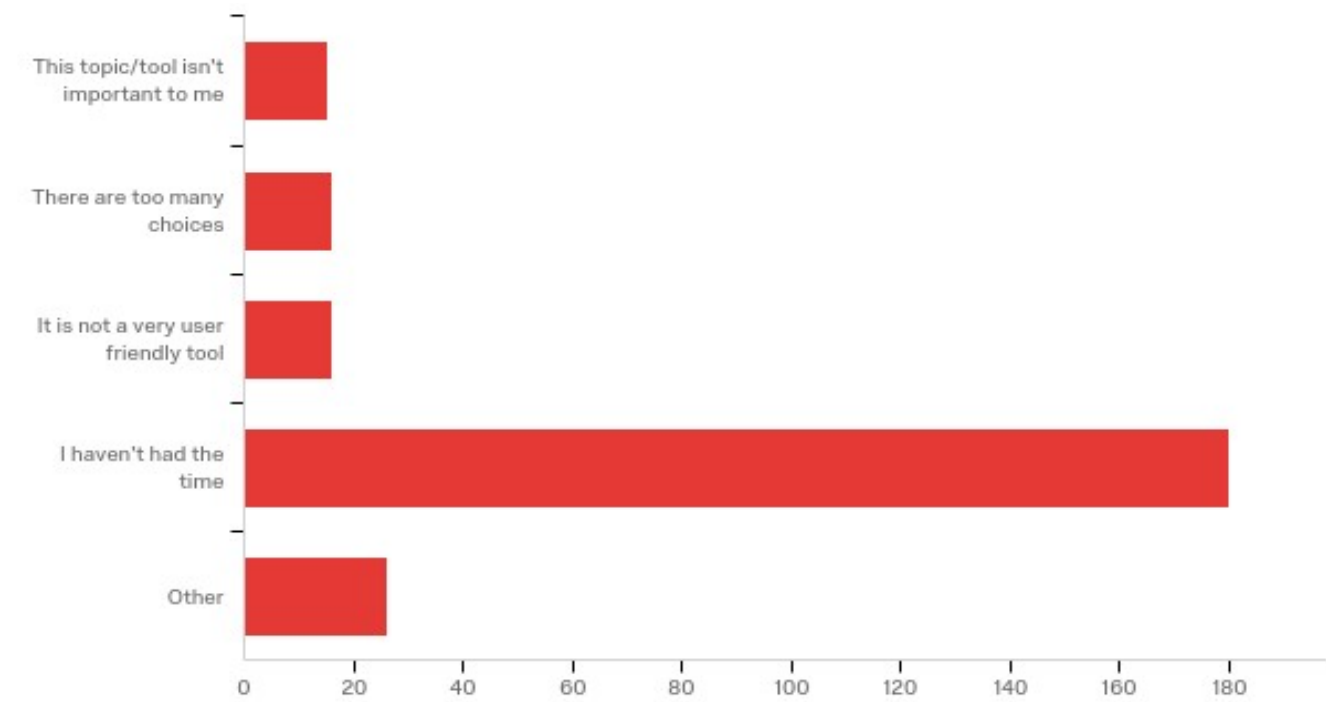
#	Answer	%	Count
1	Daily	0.00%	0
2	Weekly	10.00%	10
3	Monthly	30.00%	30
4	Quarterly	33.00%	33
5	Yearly	26.00%	26
6	Never	1.00%	1
	Total	100%	100

9_Q6 - [Field-1]



#	Answer	%	Count
1	I am aware of this offering but haven't used it	56.67%	255
2	I am aware of this offering and use it	43.33%	195
	Total	100%	450

9_Q8 - Why haven't you used it?



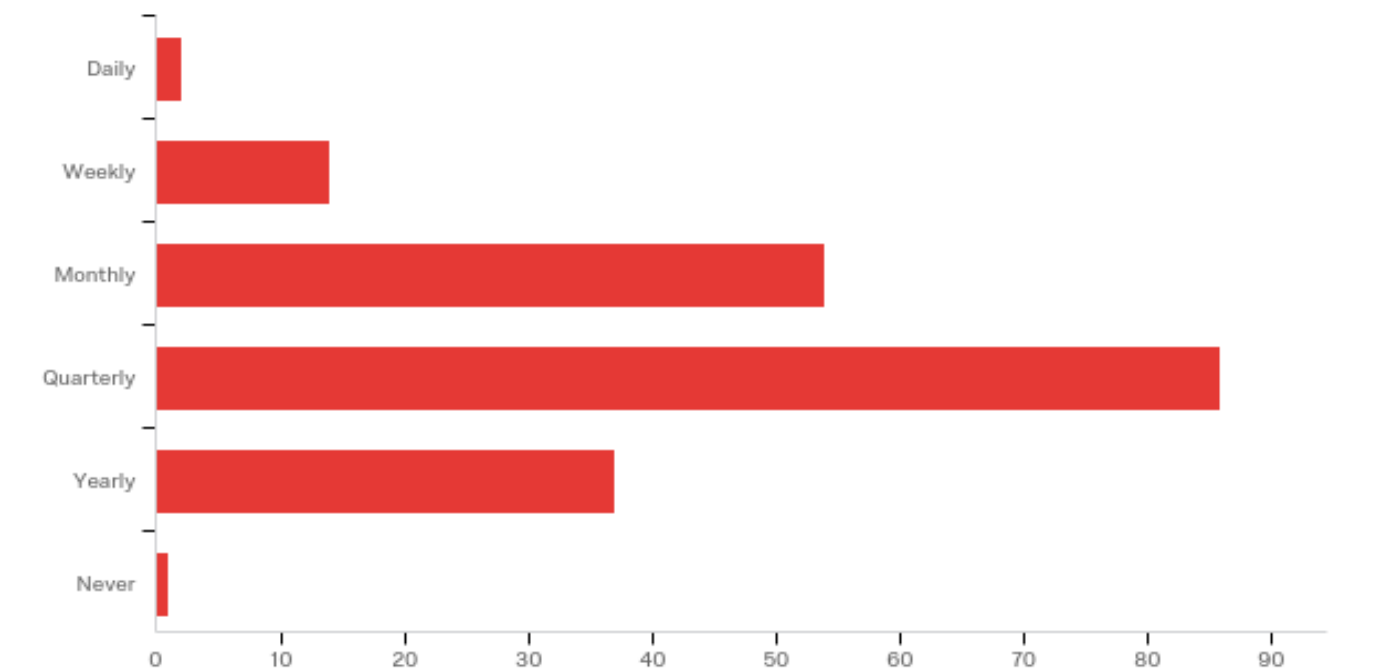
#	Answer	%	Count
1	This topic/tool isn't important to me	5.93%	15
2	There are too many choices	6.32%	16
3	It is not a very user friendly tool	6.32%	16
4	I haven't had the time	71.15%	180
5	Other	10.28%	26
	Total	100%	253

Other

Other
I need to make it a priority
Not enough courses based on actual technical skills I'm looking for. Liked the use of Safari better but it has limited access based on licenses
I don't believe my manager chain find this a useful resource.

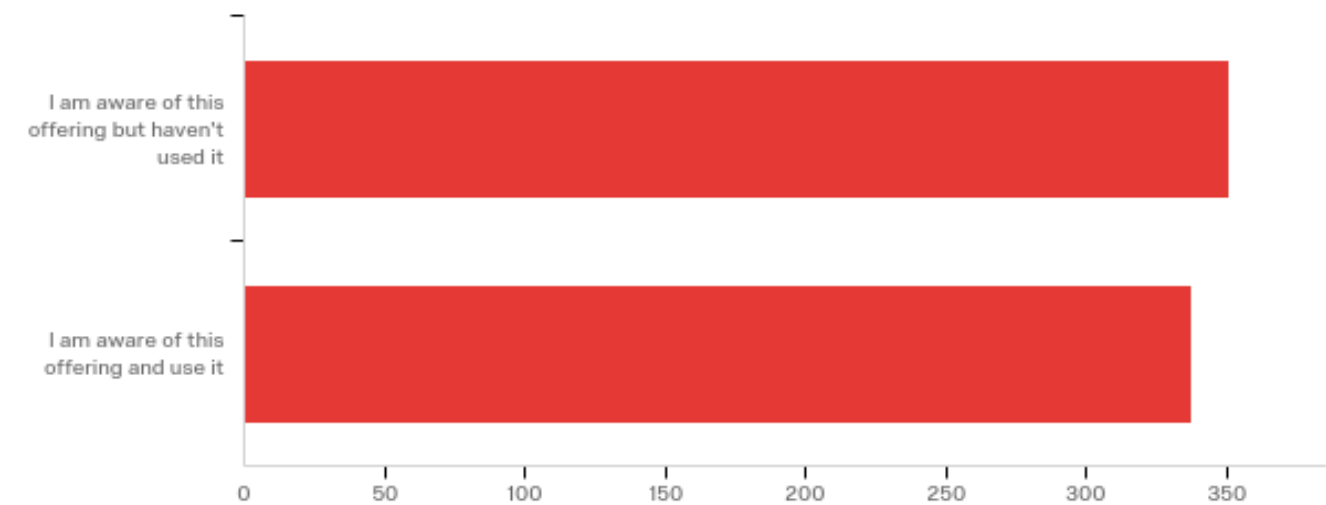
Nothing is aimed at visual journalists.
Haven't needed to look for something along this axis
didn't find what i was looking for
The listed topics weren't related to what I was seeking.
Simply didn't have opportunity to look at
I really just checked it out in process of doing this survey, but I would use it if it offered structured training of greater variety of software (UltraEdit, Xml, Html editors).
I plan on looking at the Office Tools for a refresher in the future.
Need specific IT skills which are not available
I have tried to use this but give up as I cannot find what I am looking for. This is impossible to figure out when you are looking for something you know should be offered as a course/training.
I haven't had the time or planning to use these new things.
入社後間もないので現在のポジション以外の選?肢をまだ考?えて?て?が?ない
Topics are interesting, will make sometime this year to go through few
I want to use this tool this year in relation to some of my objectives for the year
The Knowledge Management team of my unit customizes the required learning for the unit. Moreover at times i go through the useful tips for managers.
I usually use Safari Books Online more because I am mainly interested in IT and Software Development skills, not so much in the business/management skills offered here.
lack of technical development courses
most options aren't relevant to me
Resources by skill don't add much value to what is already available because soft skill courses have very objective course names and not that many for each topic, so a key/tag search can easily replace it.
Acessei durante a pesquisa
Semelhante ao interior, como estou iniciando minhas atividades na empresa, estou conhecendo aos poucos os recursos.

9_Q9 - How often do you use it?



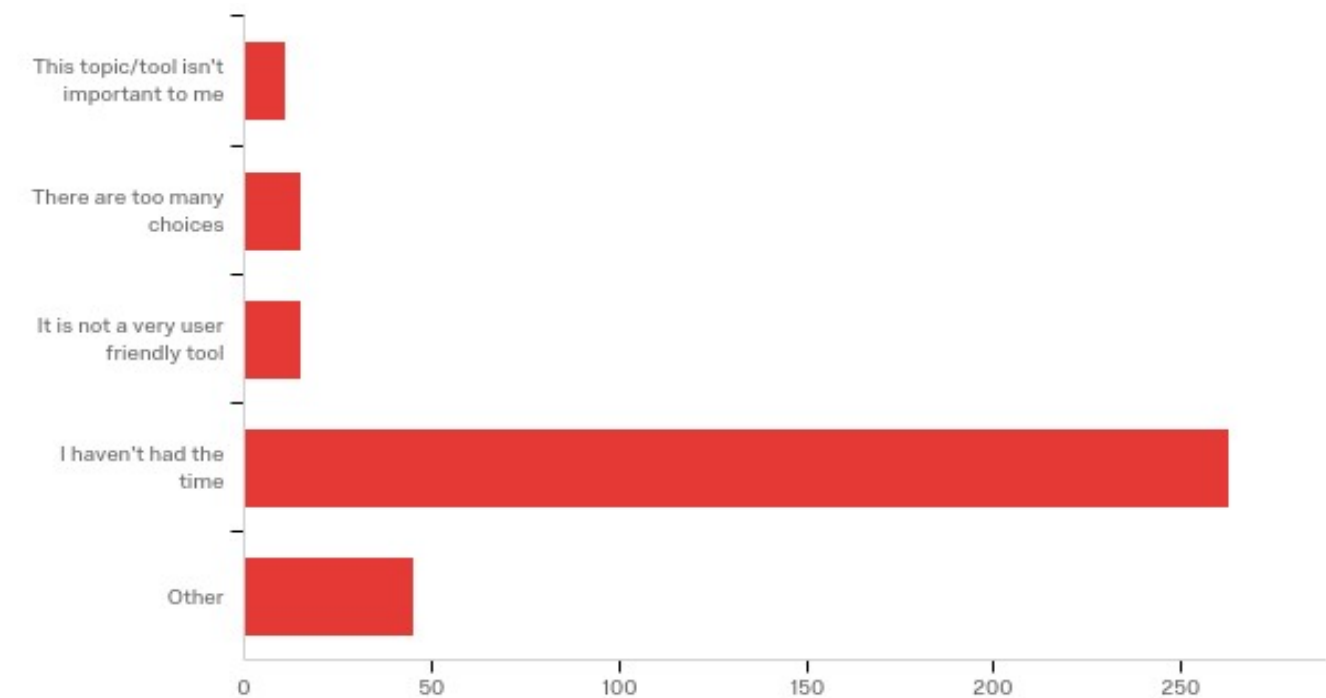
#	Answer	%	Count
1	Daily	1.03%	2
2	Weekly	7.22%	14
3	Monthly	27.84%	54
4	Quarterly	44.33%	86
5	Yearly	19.07%	37
6	Never	0.52%	1
	Total	100%	194

10_Q6 - [Field-1]



#	Answer	%	Count
1	I am aware of this offering but haven't used it	50.94%	351
2	I am aware of this offering and use it	49.06%	338
	Total	100%	689

10_Q8 - Why haven't you used it?



#	Answer	%	Count
1	This topic/tool isn't important to me	3.15%	11
2	There are too many choices	4.30%	15
3	It is not a very user friendly tool	4.30%	15
4	I haven't had the time	75.36%	263
5	Other	12.89%	45
	Total	100%	349

Other

Other
Me Planejei para iniciar o Treinamento esse mês de Março.
Haven't actually been able to find the material, I've just literally seen reference to its existence.
I will use in the future, took another class from Culture Wizard group.
since contractors don't have access to the site

Starting to explore and become familiar with the offerings
no clear alignment with my current knowledge level vs. what the course offers
Have not had the opportunity to use.
Not in management
I've taken one course but haven't had time to explore further
Just became aware of it, but haven't had a chance to use it.
Planning to use it next month for the first time
Recently heard of it. Do plan to use it.
I had a difficult time seeing how it pertains to my position.
Attending college to obtain MBA so limited time and I feel I am gaining a lot from education outside of the company.
it will provide the knowledge and skills but it will not provide any credit points or badge to showcase.
I just found out about it two weeks ago.
I haven't had the time and when I went to access it for the survey it said that I was not authorized.
I subscribe directly to various Harvard pubs and alerts, but will likely convert to using free tools.
Not planned for this.
just started digging into it.
Seemed more focused towards general management practices. I prefer to spend my free learning time on keeping up with technical advances in the industry.
I haven't heard of it
I haven't made the time.
will have a look through it in Q2
e muitos não são em português.
But find it really valuable
I used it once or twice, but I didn't find the resources that beneficial to justify the time.
Después del período fuerte del proyecto actual utilizaré la plataforma.
I didn't have access to it.
La verdad no conozco como funciona
Acessei quando estava realizando a pesquisa
Ídem. Ambas están muy mal ubicadas, poco accesibles.
As i am a developer i really don't need to learn management skills
devido a falta de um dispositivo móvel para acessar em viagens
Não fiz ainda, mas me planejei para os cursos de desenvolvimento e liderança

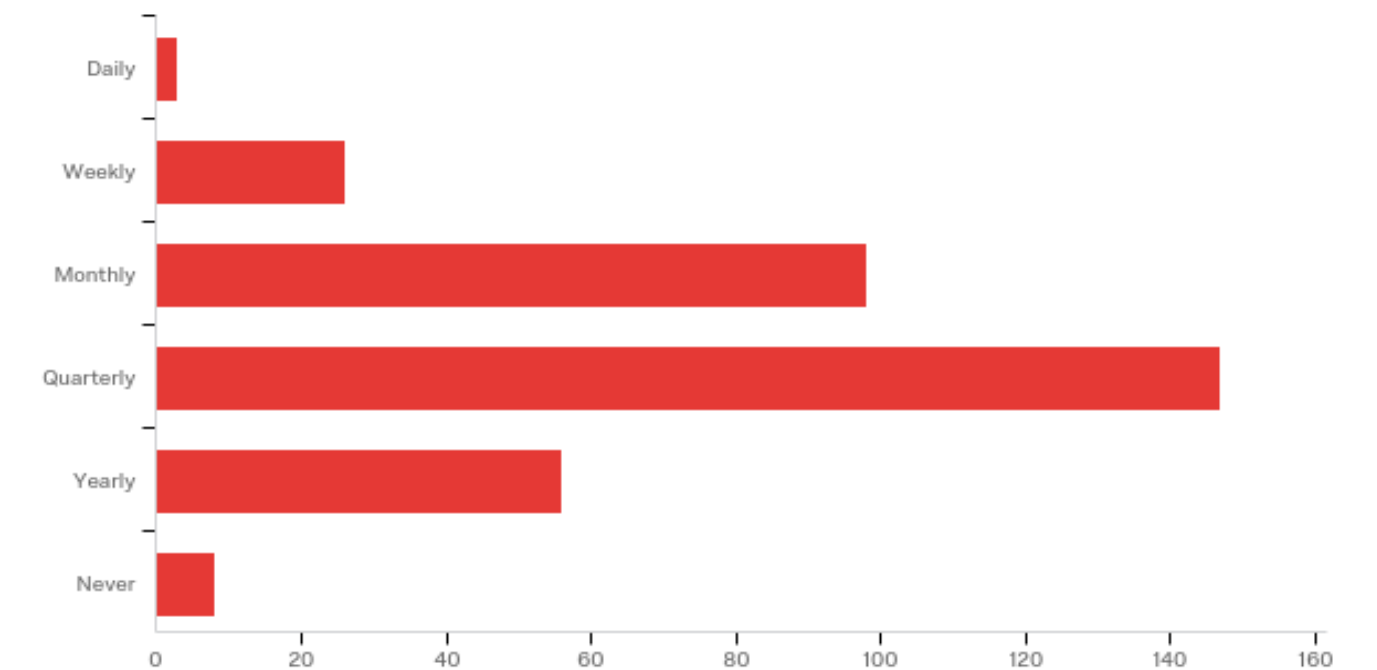
Semelhante ao interior, como estou iniciando minhas atividades na empresa, estou conhecendo aos poucos os recursos.

No esta disponible para mi uso!

No sabia que estaba disponible para TR

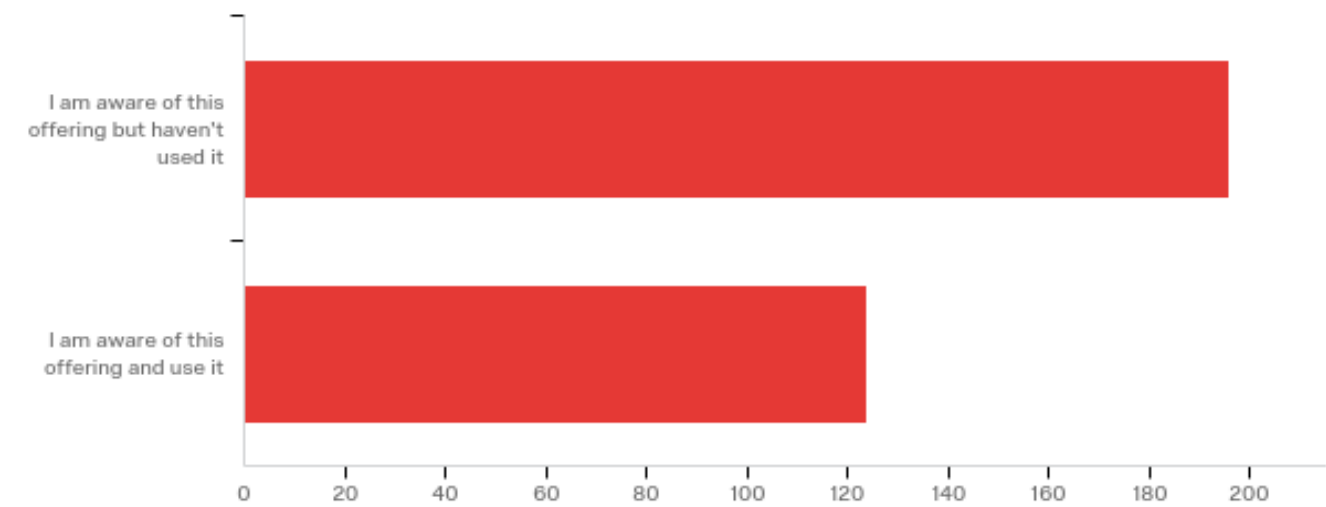
I dont know much about it.

10_Q9 - How often do you use it?



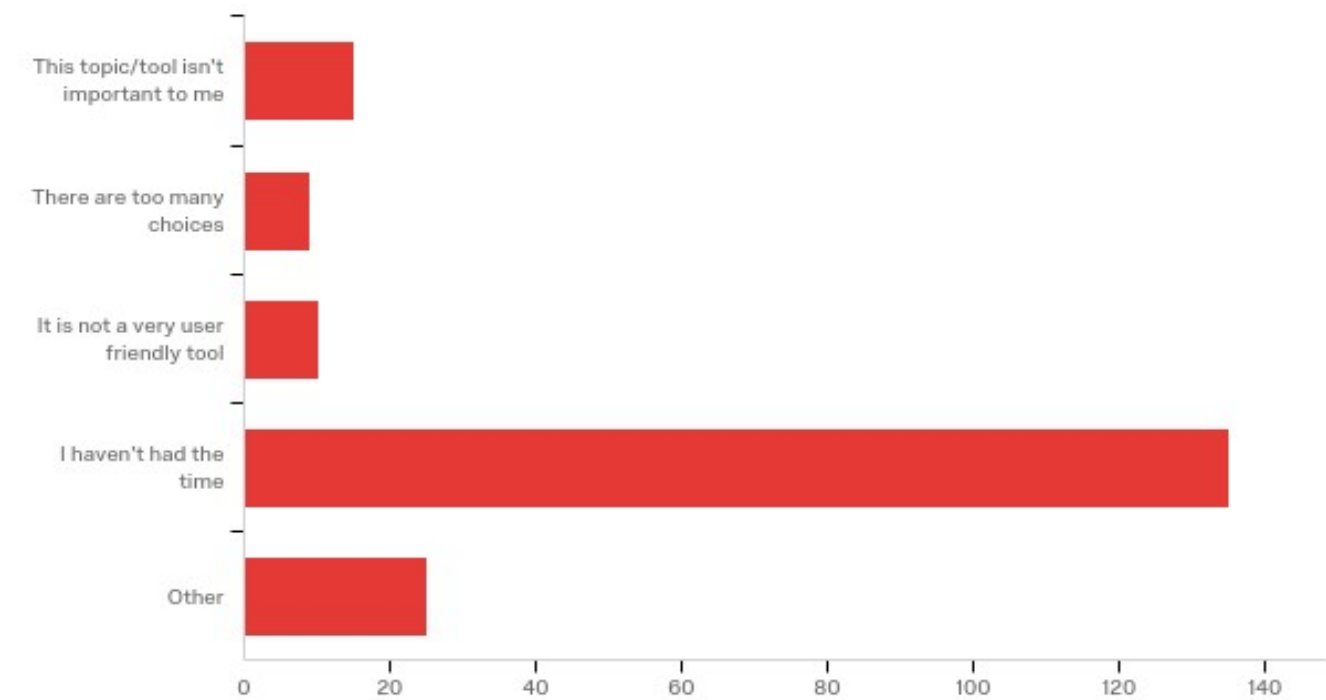
#	Answer	%	Count
1	Daily	0.89%	3
2	Weekly	7.69%	26
3	Monthly	28.99%	98
4	Quarterly	43.49%	147
5	Yearly	16.57%	56
6	Never	2.37%	8
	Total	100%	338

11_Q6 - [Field-1]



#	Answer	%	Count
1	I am aware of this offering but haven't used it	61.25%	196
2	I am aware of this offering and use it	38.75%	124
	Total	100%	320

11_Q8 - Why haven't you used it?



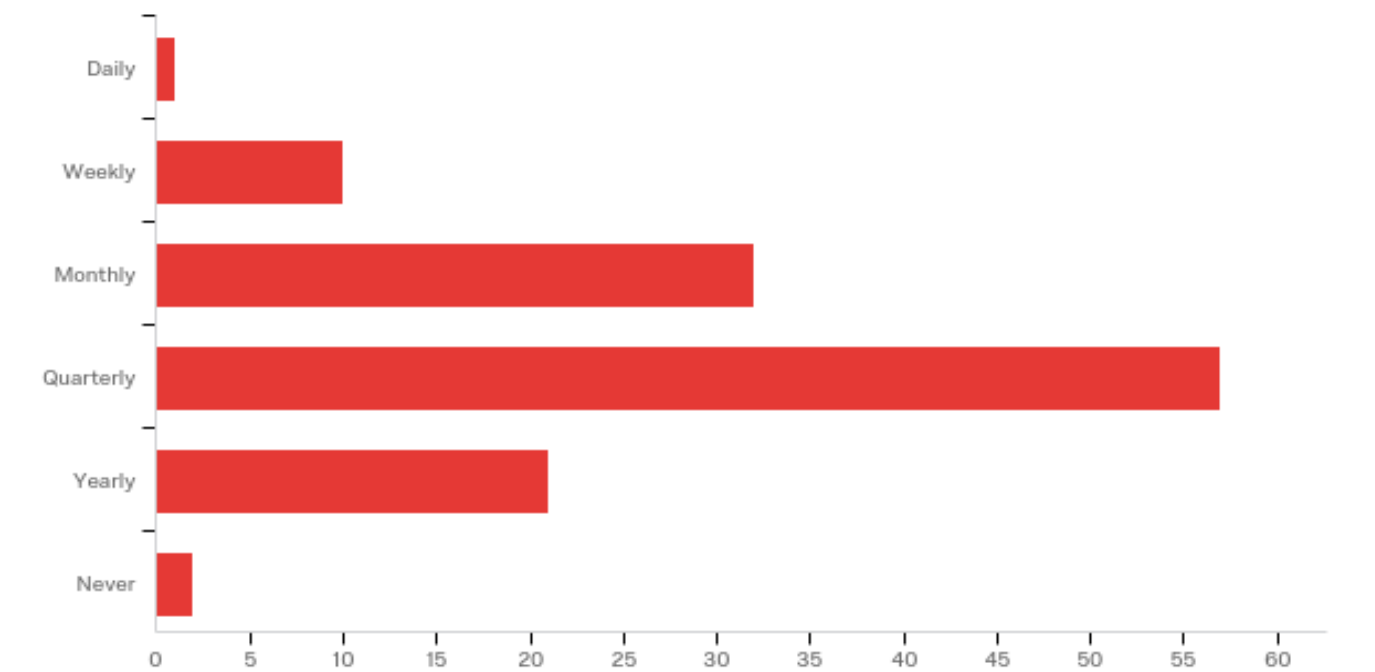
#	Answer	%	Count
1	This topic/tool isn't important to me	7.73%	15
2	There are too many choices	4.64%	9
3	It is not a very user friendly tool	5.15%	10
4	I haven't had the time	69.59%	135
5	Other	12.89%	25
	Total	100%	194

Other

Other
Me planejei para iniciar o treinamento escolhido em Março.
Going to take advantage, started to check out the article, TECHNOLOGY & OPERATIONS HBR MAGAZINE ARTICLE 01-JAN-2017
Kick-Ass Customer Service
Tried once initially, found it high level strategic...could not really find ground level information. However from my side did not explore much after that.

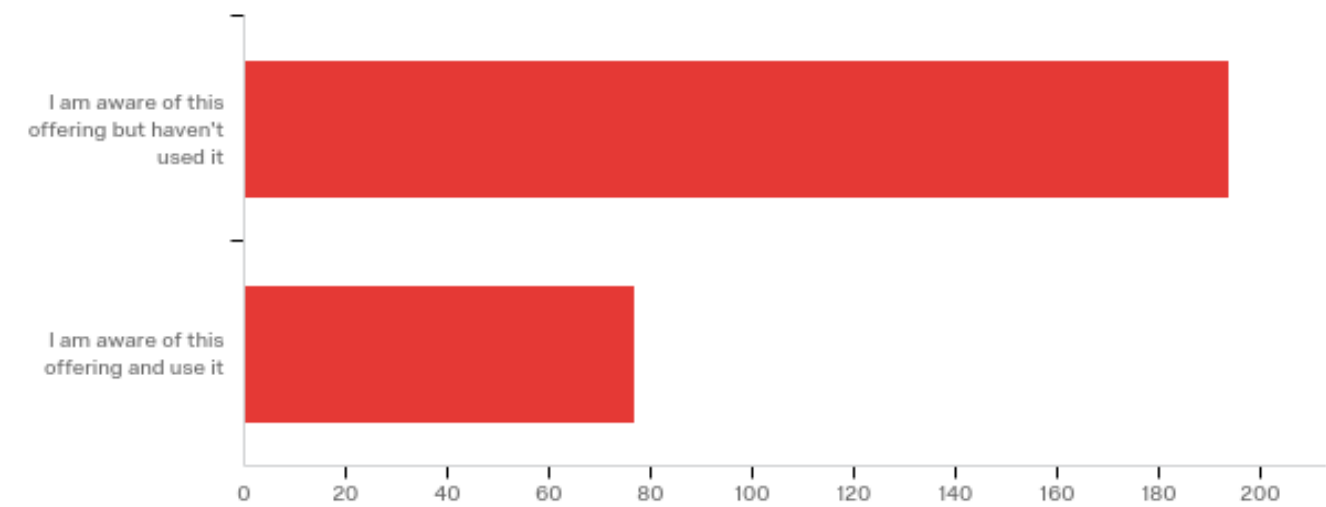
It doesn't offer what I need.
very interested but little time & not sure if there's an app or a way to add this to my mobile device feeds? that's where I read my articles, not on a browser at work
I have not had the time, but I do reinforce the use of the tool with my team. They have found the courses beneficial.
以前、似たものを見ていましたが、現在は使っていません。ロールが 重要度が低下したためです
It is hard to find some of these links. I am aware of this one, but unless it is sent out and promoted by email, i never remember where to go to navigate to each of the individual resources.
this will provide the learning and skill but there is no way that my skills can be recognized or acknowledged.
Saw a few things of interest, but got side tracked by others.
I subscribe to various Harvard pubs and alerts and will likely convert to using internal resources.
Conheci a pouco tempo esse recurso, ainda não tive a oportunidade de utilizar as ferramentas. mais já entrei e gostei muito.
I did not have chance yet
Either it's fee-only, or what I've seen wasn't specifically of interest to me
A lot of the products are geared towards managers. I am not a manager so they seem irrelevant to me.
I have not started using it as I am using Harvard ManageMentor. Will explore this offering in this year.
I have looked briefly, but haven't gone back for a closer examination of what is available.
I's say #2 (too many choices(, #3 (friendly tool) and #4 (time constraints).
En el año tomaré los cursos después de pasar por el período fuerte del proyecto actual (operación Renta 2017) que termina en Mayo.
I'm not sure I can access this from home in order to take advantage of it when I have spare time.
Acessei mais para conhecer.

11_Q9 - How often do you use it?



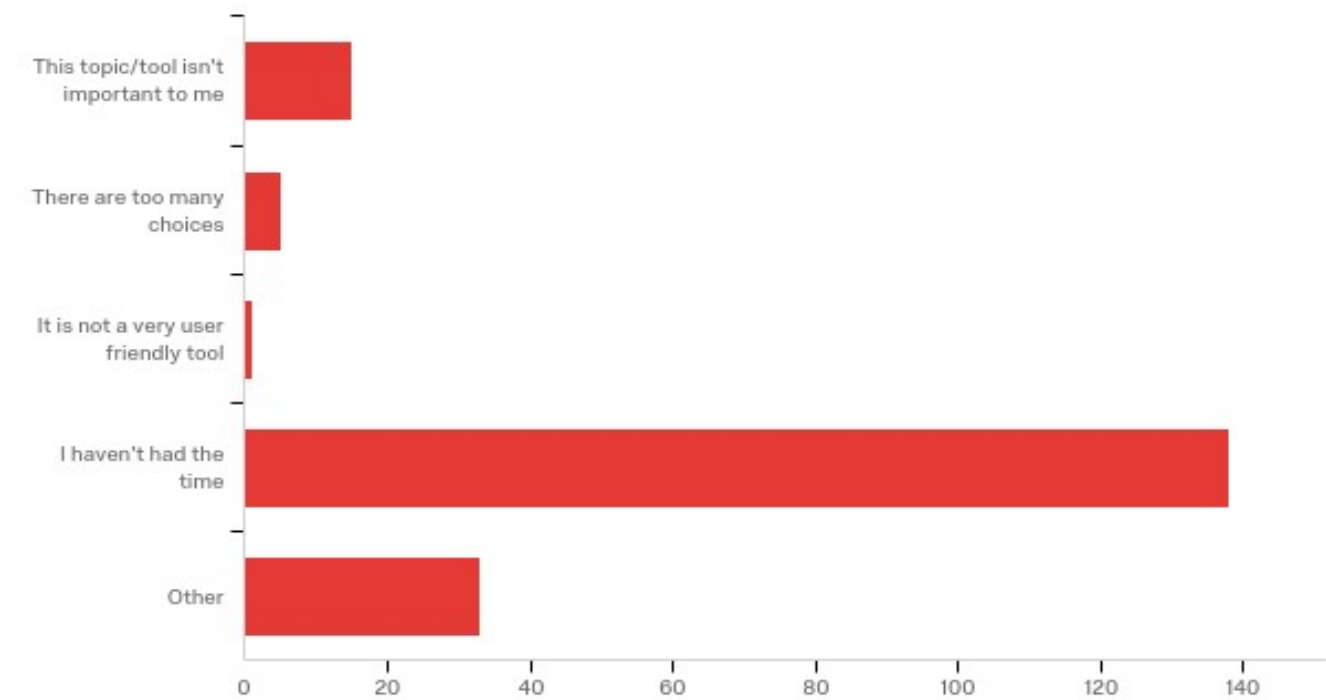
#	Answer	%	Count
1	Daily	0.81%	1
2	Weekly	8.13%	10
3	Monthly	26.02%	32
4	Quarterly	46.34%	57
5	Yearly	17.07%	21
6	Never	1.63%	2
	Total	100%	123

12_Q6 - [Field-1]



#	Answer	%	Count
1	I am aware of this offering but haven't used it	71.59%	194
2	I am aware of this offering and use it	28.41%	77
	Total	100%	271

12_Q8 - Why haven't you used it?



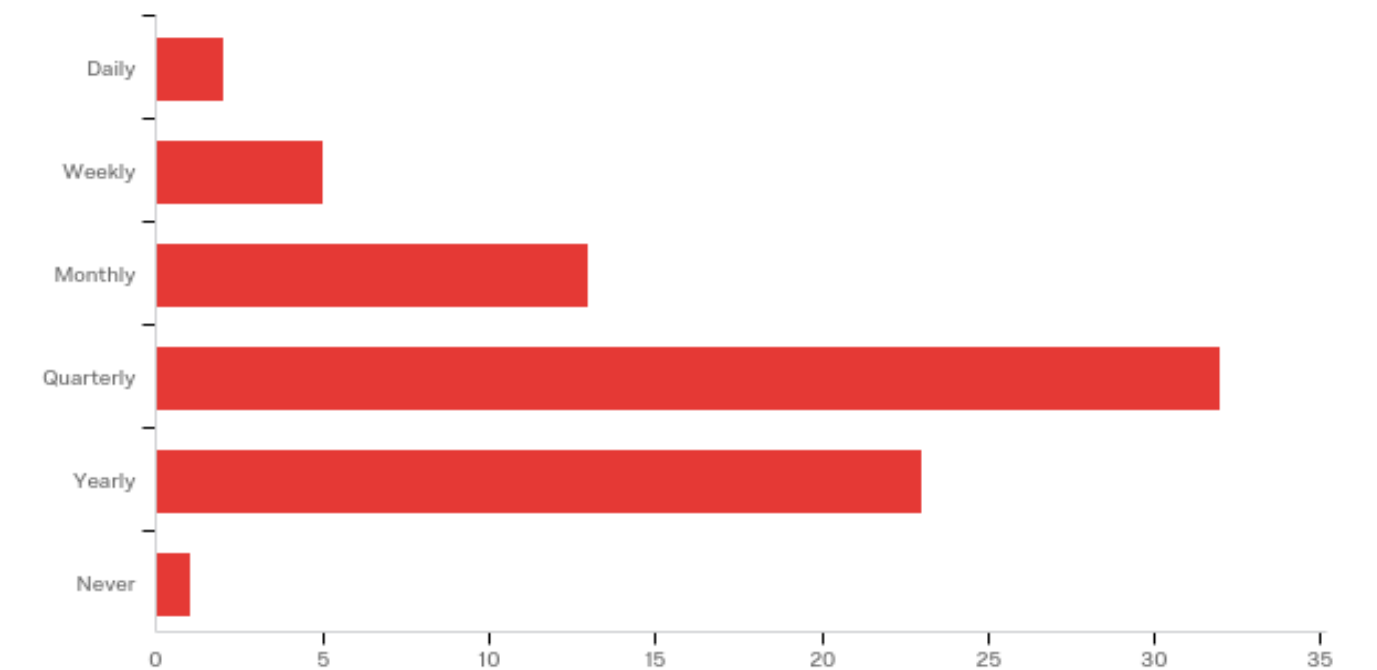
#	Answer	%	Count
1	This topic/tool isn't important to me	7.81%	15
2	There are too many choices	2.60%	5
3	It is not a very user friendly tool	0.52%	1
4	I haven't had the time	71.88%	138
5	Other	17.19%	33
	Total	100%	192

Other

Other
Only recently aware of it
just discovered it
Will explore further to review the offerings
Did not use the portal

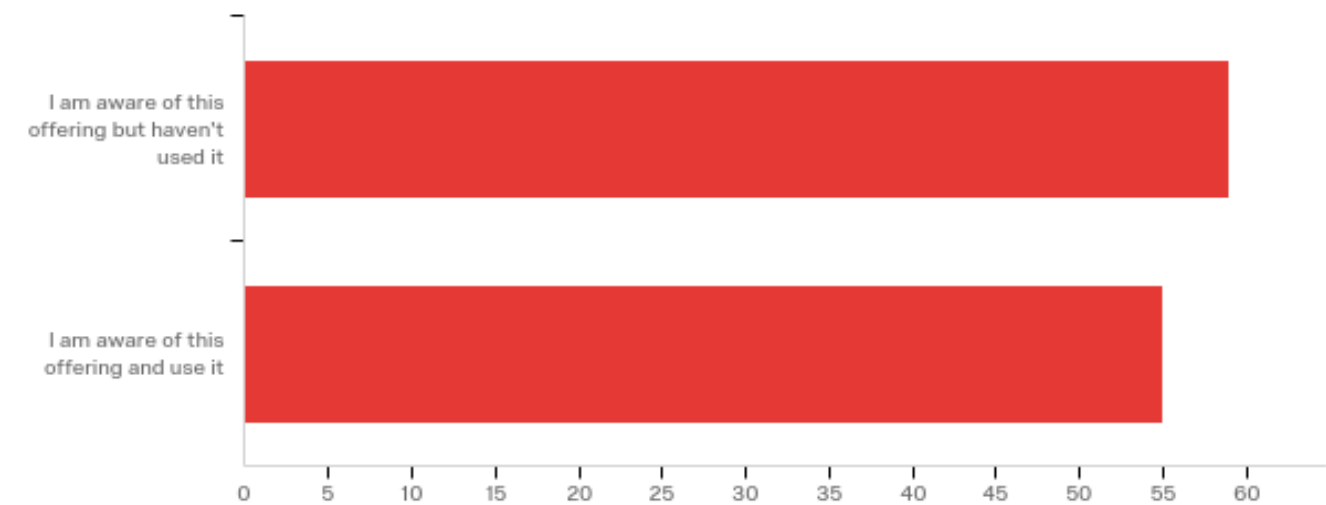
Not really sure what it is all about
It's new to me, I just heard about it yesterday.
Both lack of time and mismatch, right now, between my needs and the offerings. Also, some of the people who are offering some of these courses are below my skill level in the subject matter.
Not really sure what it is. Suspect I won't have the time to do it if it involves leading a course.
Not obvious how to sign up, I can see some I'd be interested in or recommend my staff to join.
I'm not interested in this kind of learning by this way.
No subjects which have been offered have been of interest yet. That might change.
I used it in the past, but the few courses I attended were not great. The topics sounded good, but the sound was poor, presenters were not well prepared and they were more difficult to follow than I would have expected. Great idea, though.
I honestly have forgotten about it, but intend to use it moving forward!
I am aware of it but lost information on it
Actually, not aware of the offering, however, did not have an option to select otherwise.
Ainda não tive oportunidade de utilizá-lo.
I am a recipient of a session, but I haven't facilitated to pay it forward.
I don't think this program suits my personality and learning style
haven't found a good way to easily determine what topics are available
Not sure anyone would be interested in what I do
topics are important and don't know how to use it.
IThe Knowledge Management team of my unit customizes the required learning for the unit.
Not really sure the skills I have would be valuable to others.
Not the chance to use it
Although I know the program, we never got a direct communication asking for participation. I'd say that the program is not in place in Brazil/GGO regions.
Not enough technical courses, and no real promotion of technical courses when they do happen
was not sure how to access it and if it would be any good, plus no time
As a New Starter I don't have much to share:)
Typically focus on the mandated learning modules.
I didn't understand this tool.
I have a course lined up for later

12_Q9 - How often do you use it?



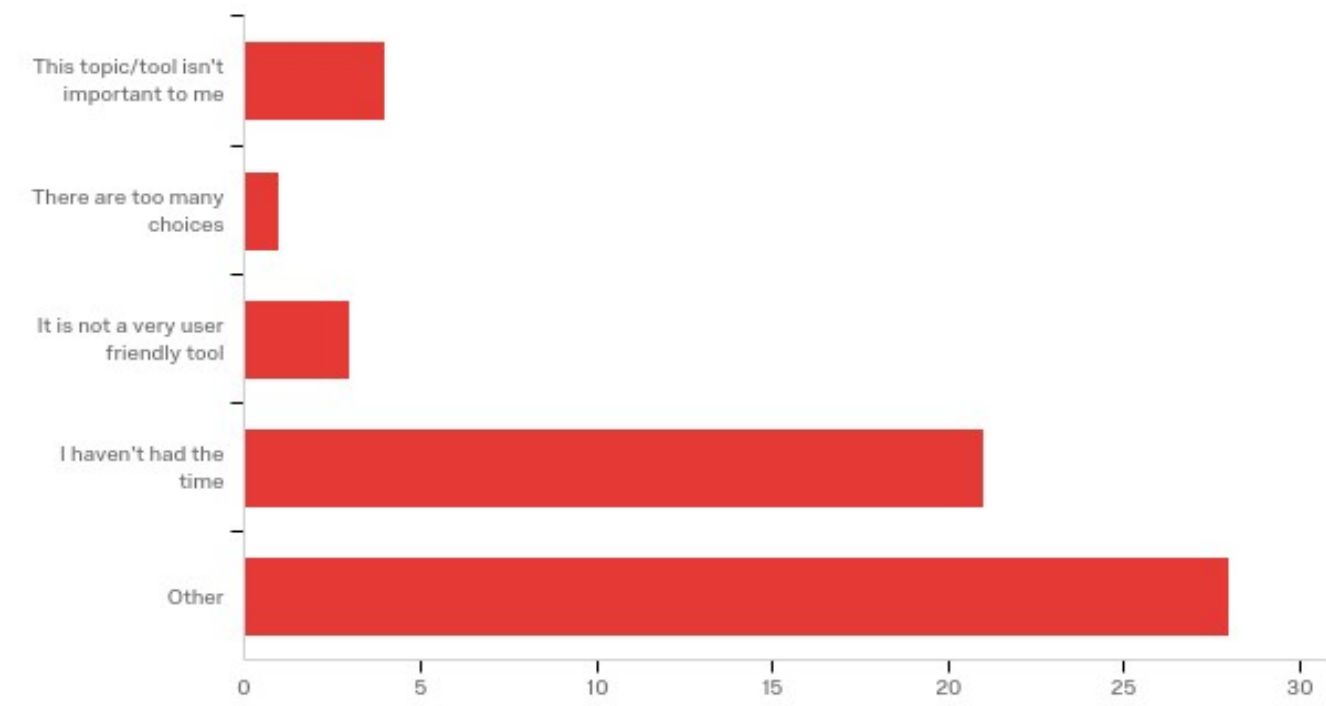
#	Answer	%	Count
1	Daily	2.63%	2
2	Weekly	6.58%	5
3	Monthly	17.11%	13
4	Quarterly	42.11%	32
5	Yearly	30.26%	23
6	Never	1.32%	1
	Total	100%	76

13_Q6 - [Field-1]



#	Answer	%	Count
1	I am aware of this offering but haven't used it	51.75%	59
2	I am aware of this offering and use it	48.25%	55
	Total	100%	114

13_Q8 - Why haven't you used it?



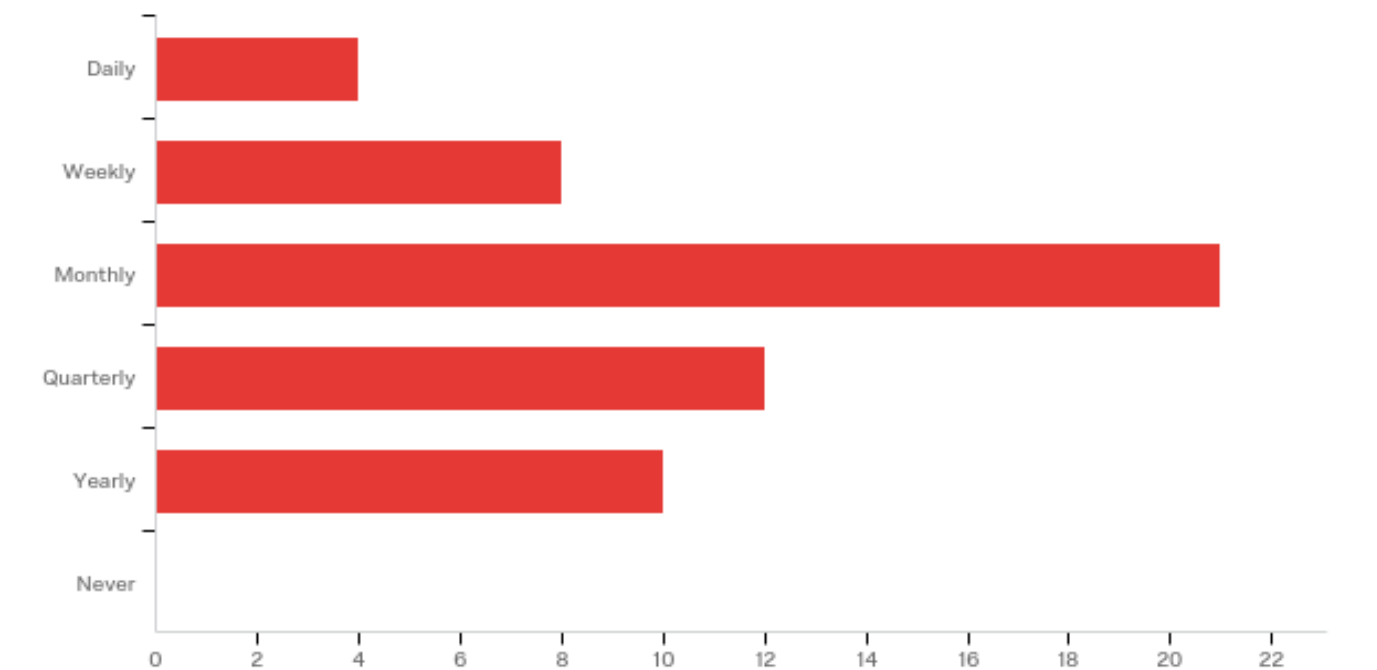
#	Answer	%	Count
1	This topic/tool isn't important to me	7.02%	4
2	There are too many choices	1.75%	1
3	It is not a very user friendly tool	5.26%	3
4	I haven't had the time	36.84%	21
5	Other	49.12%	28
	Total	100%	57

Other

Other
Not aware
Administração do Tempo. Muitas comunicações. Dificuldade para priorizar as melhoras Opções para minha carreira. Meu Gestor atualmente me ajuda muito a filtrar isso.
No idea what "Other opportunities" refers to.

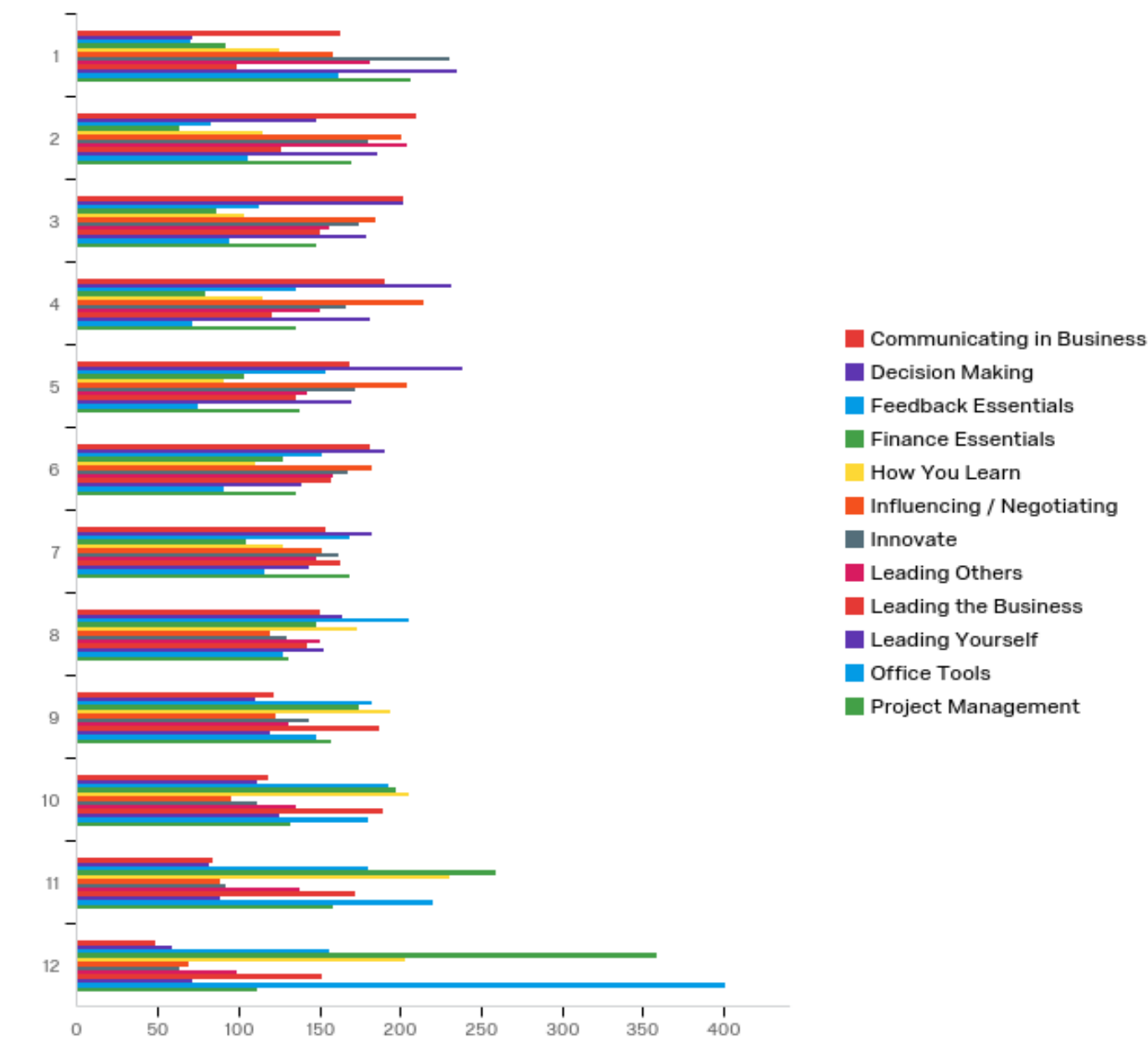
not aware
More information would be beneficial
I'm not familiar with it.
I didn't know it was out there.
Not sure what it being referred to here
corresponde a la certificacion de PMI
en mi area no usamos esas herramientas, ninguna
no sabia que existian
estou retornando de um longo afastamento
I don't know any learning resources
Eu nao fui apresentada a nenhum recurso, exceto aquele dos treinamentos obrigatorios.
Falta de conhecimento
the content is more for my team.
I'm not aware of it but the option isn't available.
I'm too busy
Access not easy.
no se ingles!!!!
me resulta complicado todo aparece en ingles
Não sei a utilidade dele.

13_Q9 - How often do you use it?



#	Answer	%	Count
1	Daily	7.27%	4
2	Weekly	14.55%	8
3	Monthly	38.18%	21
4	Quarterly	21.82%	12
5	Yearly	18.18%	10
6	Never	0.00%	0
	Total	100%	55

Q13 - 3. We now offer resources grouped by business skills. Below are the 12 skill groups available to date. Drag and drop each skill in order of importance to you:

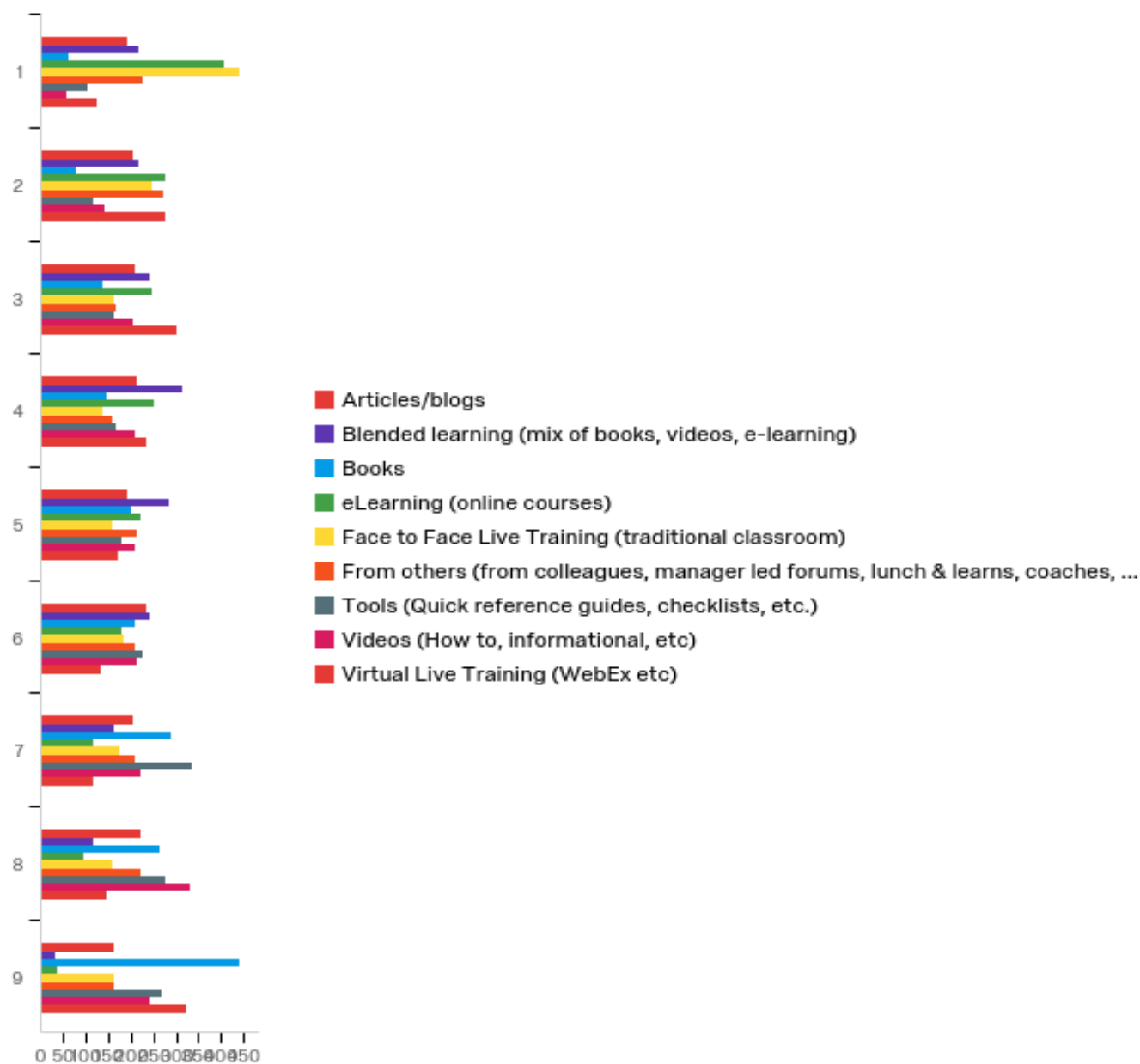


#	Q u e s t i o n	1	2		3		4		5		6		7		8		9		10		11		12		Total	
1	C o m	9. 0 9	1 6 3	1 1. 7	2 1 0	1 1. 2	2 0 2	1 0. 6	1 9 1	9. 4 3	1 6 9	1 0. 0	1 8 1	8. 5 4	8. 3 7	1 5 0	6. 8 0	1 2 2	6. 5 8	1 1 8	4. 6 8	8 4	2. 7 3	4 9	1 7 9	

	m u n i c a t i n g i n B u s i n e s s	%			1 %		7 %		5 %		%		9 %		%		%		%		%		3				
2	D e c i s i o n M a k i n g	3. 9 6 %	7 1		8. 2 5 %	1 4 8	1 1. 2 7 %	2 0 2	1 2. 9 4 %	2 3 2	1 3. 3 3 %	2 3 9	1 0. 6 5 %	1 9 1	1 0. 2 1 %	1 8 3	9. 1 5 %	1 6 4	6. 1 3 %	1 1 0	6. 2 5 %	1 1 2	4. 5 7 %	8 2	3. 2 9 %	5 9	1 7 9 3
3	F e e d b a c k E s s e n t i a l s	3. 9 0 %	7 0		4. 6 3 %	8 3	6. 3 0 %	1 1 3	7. 5 3 %	1 3 5	8. 5 9 %	1 5 4	8. 4 8 %	1 5 2	9. 4 3 %	1 6 9	1 1. 4 3 %	2 0 5	1 0. 2 1 %	1 8 3	1 0. 7 6 %	1 9 3	1 0. 0 4 %	1 8 0	8. 7 0 %	1 5 6	1 7 9 3
4	F i n a n c e E s s	5. 1 3 %	9 2	3. 5 7 %	6 4	4. 8 0 %	8 6	4. 4 1 %	7 9	5. 7 4 %	1 0 3	7. 0 8 %	1 2 7	5. 8 6 %	1 0 5	8. 2 5 %	1 4 8	9. 7 0 %	1 7 4	1 0. 9 9 %	1 9 7	1 4. 4 5 %	2 5 9	2 0. 0 2 %	3 5 9	1 7 9 3	

	rs																									
9	L e a d i n g t h e B u s i n e s s	5. 5 2 %	9 9	7. 0 3 %	1 2 6	8. 3 7 %	1 5 0	6. 7 5 %	1 2 1	7. 5 9 %	1 3 6	8. 7 6 %	1 5 7	9. 0 9 %	1 6 3	7. 9 2 %	1 4 2	1 0. 4 3 %	1 8 7	1 0. 5 4 %	1 8 9	9. 5 9 %	1 7 2	8. 4 2 %	1 5 1	1 7 9 3
10	L e a d i n g Y o u r s e l f	1 3. 1 1 %	2 3 5	1 0. 3 7 %	1 8 6	9. 9 8 %	1 7 9	1 0. 0 9 %	1 8 1	9. 4 8 %	1 7 0	7. 7 5 %	1 3 9	8. 0 3 %	1 4 4	8. 5 3 %	1 5 3	6. 6 9 %	1 2 0	6. 9 7 %	1 2 5	4. 9 6 %	8 9	4. 0 2 %	7 2	1 7 9 3
11	O f f i c e T o o l s	9. 0 4 %	1 6 2	5. 9 1 %	1 0 6	5. 2 4 %	9 4	4. 0 2 %	7 2	4. 1 8 %	7 5	5. 0 8 %	9 1	6. 4 7 %	1 1 6	7. 1 4 %	1 2 8	8. 2 5 %	1 4 8	1 0. 0 4 %	1 8 0	1 2. 2 7 %	2 2 0	2 2. 3 6 %	4 0 1	1 7 9 3
12	P r o j e c t M a n a g e m e	1 1. 5 4 %	2 0 7	9. 4 8 %	1 7 0	8. 2 5 %	1 4 8	7. 5 9 %	1 3 6	7. 7 0 %	1 3 8	7. 5 9 %	1 3 6	9. 4 3 %	1 6 9	7. 3 1 %	1 3 1	8. 7 6 %	1 5 7	7. 3 6 %	1 3 2	8. 8 1 %	1 5 8	6. 1 9 %	1 1 1	1 7 9 3

Q14 - 4. We offer a variety of resources. What types of learning materials are most valuable to you? Drag and drop in order of importance to you:



#	Question	1	2	3	4	5	6	7	8	9	Total									
1	Articles/blogs	10.49%	19.2	11.14%	20.4	11.41%	20.9	11.58%	21.2	10.49%	19.2	12.78%	23.4	11.20%	20.5	12.07%	22.1	8.85%	16.2	1831

2	Blended learning (mix of books, videos, e-learning)	11.80 %	216	11.80 %	216	13.33 %	244	17.09 %	313	15.62 %	286	13.27 %	243	8.90 %	163	6.44 %	118	1.75 %	32	1831
3	Books	3.39 %	62	4.37 %	80	7.43 %	136	8.03 %	147	10.92 %	200	11.52 %	211	15.89 %	291	14.36 %	263	24.09 %	441	1831
4	eLearning (online courses)	22.28 %	408	15.07 %	276	13.44 %	246	13.76 %	252	12.02 %	220	9.89 %	181	6.34 %	116	5.30 %	97	1.91 %	35	1831
5	Face to Face Live Training (traditional classroom)	24.14 %	442	13.60 %	249	8.85 %	162	7.43 %	136	8.68 %	159	10.10 %	185	9.61 %	176	8.74 %	160	8.85 %	162	1831

6	From others (from colleagues, managers, led forums, luncheon & learns, coaches, mentors, subject matter experts, etc.)	12.23%	224	14.80%	271	9.01%	165	8.74%	160	11.63%	213	11.36%	208	11.31%	207	12.02%	220	8.90%	163	1831
7	Tools (Q	5.68%	104	6.34%	116	8.85%	162	9.01%	165	9.83%	180	12.23%	224	18.35%	336	15.02%	275	14.69%	269	1831

	uic k ref er en ce gui de s, ch ec kli sts , etc (.))																			
8	Vi de os (H ow to, inf or ma tio nal , etc)	3.1 7%	58	7.7 0%	14 1	11. 25 %	20 6	11. 47 %	21 0	11. 41 %	20 9	11. 58 %	21 2	12. 02 %	22 0	18. 13 %	33 2	13. 27 %	24 3	18 31
9	Vir tu al Liv e Tra ini ng (W eb Ex etc)	6.8 3%	12 5	15. 18 %	27 8	16. 44 %	30 1	12. 89 %	23 6	9.3 9%	17 2	7.2 6%	13 3	6.3 9%	11 7	7.9 2%	14 5	17. 70 %	32 4	18 31

Q20 - What other learning resources do you use?

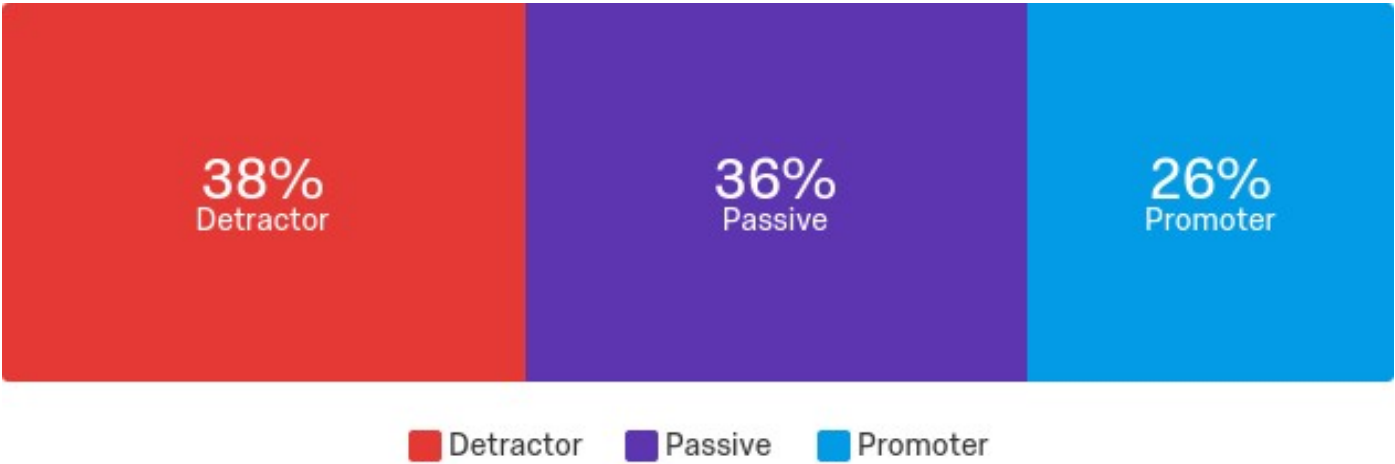
What other learning resources do you use?
Any contents applicable to the local financial market culture/habits.
App no Celular
that is what we are using.
Coursera, Udacity, and Udemy online course offerings
Nodeschool, Coursera, EdX, Udemy.
youtube
Coursera, Udemy, Augsburg, Google Scholar, Kindle (books)
CLE classes
General web searches and TED talks
Sometimes from the internet
Safari Books (I pay for it myself)
Hands on - On the job training, collaborating
a trial environment or a virtual (testing) environment for the learners to learn the subject. For example, learners should have chance to try FXT to trade in a virtual environment without consequence, learner should have a try on client's DACS in virtual environment and see how permissioning is given at user level, learners should have sessions positioning as buy-side or sell-side and using the product TR sells and see how those products are utilised in the real world. The point here is "do" rather than just passively learning the knowledge from presentation or e-learning. It works better when a learner driver learns how to drive on the road within a safe zone rather than just having sessions, videos or books.
Collaborate over LinkedIn and groups
Kindle mobi ebook.
WestLegalEd Center
internet
None. I don't have time, but wish I did.
Mostly online
the internet - w3schools/mdn/stackoverflow
The Hub
Watermark
specialized skill trainings (SQL class, Oracle training, etc)
Professional associations
mentoring

Learning the market trend from my client as well
edX, Khan Academy
Safari books online
ebooks such as Safari: http://techbus.safaribooksonline.com/
manuals and various documents from customer zone, products A to Z, bizbuzz, documents on the hub by our team members which are shared
n/a
オーディオブック
ビデオやeラーニングの場合は一回一回が15分以下の短時間だとありがたいです。
学習アプリ
会社に入ってから 通信教育で FINACIAL DIPLOMA の資格をとりました。
上記以外なし
Internet technology sites
I use Google to find forums and instructional videos on YouTube
the Web
I Google topics
The on-site CLEs offered.
I use google to figure out what programming commands do.
YouTube, Google Search
Microsoft online courses,
I will only take face to face
external courses / offers, i.e. Alumni offerings from my universities / business schools
One-on-one training
Web based resources
I used to use and assign courses on MyLearning, but many of the great ones have been removed. Please bring these back!
if possible then we can set Hourly mentor
Coursera
I very much like "weekly digest" of references to useful tools/tips, hyperlinked to longer articles.
inhouse training
above was tough because it depends on the topic - some topics lend to reading, some to viewing examples or practice
Articles, websites, video
Learning by doing - Assignments, Projects or Competitions (i.e Innovation Challenge, Catalyst Fund)

I'd like the books 24X7 tool to be back. I was using it and it provided me access to great books. Get abstract is not serving teh same purpose.
Youtube video channels on various technologies, newsletters by Tech blogs.
External Professional Class
usually go to Google and search
manager-tools.com
in-person is always best. Mentorship/ peer connections are huge!
Outside firm webex
google
Other publications
Time is limited and it's difficult to use everything available let a lone additional resources.
The internet. I go directly to web sources more often than any training.
Professional Organizations-ex: PMI.org
People
Podcasts, TED Talks
LinkedIn/Lynda
World Wide Web
above was tough because it depends on the topic - some topics lend to reading, some to viewing examples or practice
above was tough because it depends on the topic - some topics lend to reading, some to viewing examples or practice
Third party learning portals like Udemy, W3Schools, etc.
above was tough because it depends on the topic - some topics lend to reading, some to viewing examples or practice
Google!
above was tough because it depends on the topic - some topics lend to reading, some to viewing examples or practice
Podcasts
our customers
Since I am based in a smaller country, I can almost never participate in F2F learnings which I regret very much. General comment also is that most of these learnings very much focus on F2F teams or relationships and not remote. In an international company like TR where many teams work remotely this should be considered much more/better. Also the live learnings I have done are good but VERY basic. I find it hard to find somewhat more advanced learnings. Other learning resources are: Internet
Internet blogs, youtube
I use professional networking sites like LinkedIn for getting more updates and knowledge from the group and which are most updated ones
stackoverflow

Self studying, internet
safari
audio
None, not relevant to my needs, have no time to do anyway,
Quick and dirty creation of PoC
Use to use Books24/7 a lot
professional society virtual training/conferences
Online guides
CLEs from Thomson Reuters
youtube, the hub
Podcasts
Workshops/Events
Editorial Learning hub
Podcasts (through third party sources)
West Legal Ed Center & free webinars from the Federal Reserve
Also use wikis and similar example-heavy reference sites.
Too many rows for PDF export, try exporting to Word or CSV

Q16 - 7. How likely is it that you would recommend Learning at Thomson Reuters to a colleague?



Q18 - 8. What one thing could we do to improve your access to relevant learning opportunities and resources?

6. What one thing could we do to improve your access to relevant learning o...
More training resource for non major regional center stff
Many times after completing a course, the system did n
Promote formally as a part of development plans in annual processes
Find the time to go through all the information.
Send me a monthly link to a few things I might be interested in.
Minha Sugestão para o Brasil e Região IBERO América, é bastante simples: 1 TV nos Elevadores e Cada Andar, informando o Treinamento e/ou formação para aquela semana ou dia!
Esse Marketing direto chamaria a atenção das pessoas para se inscrever. O problema que temos hoje é que recebemos dezenas de comunicação todos os dias e não conseguimos ler todos os comunicados, fazendo com que algo importante e/ou relevante para nosso desenvolvimento seja perdido!
Learning portal site and process documents which will provided by Learning team
All learnings on one access point
allocate working hours for learning
Often interesting seminars are convenient only to US/Europe time zones, not Australia.
Regular Learning and Development initiated meetings with Content Teams and e-mail
Focus more on practical skills and less on people skills.
Make it a goal
make course availability more obvious. Publish a catalog of courses, perhaps?
If I could set up a profile and then have emails sent to me to let me know of learning opportunities that match the interests I listed in my profile.
Make it mandatory to take advantage of one learning opportunity a year to make sure my manager and I both understand the importance of taking time out of our jobs for learning.
More technical topics outside of just the business aspects
Management and HR should be talking about this more as a resource! I have not known it exists.
Clearly label classes that are aimed at developing management skills, and make them freely available to those who are not yet in management positions, but would like to improve their leadership skills.
Need time to access and take courses
Partner with Nodeschool for workshops.
Put it all in one place
Regular reference to it in company emails (e.g. Vision) or promoted Hub posts (on main page) - when people are busy they wont always remember to check the Learning hub page. Also recommend quarterly "kitchen events" where you could book in a 15 min chat with people from HR/training who could point you in the right direction of

the most relevant online training for where they want their career to go/how they want to develop - there is a lot of content available and some people find it overwhelming.
Better navigation by the type of learning, short/med/long path of education.
I find emails tailored to my interest are most effective. even if the frequency seems like it might make them a nuisance, I'd rather have too many emails about something than too few.
To categorize learning based on either our Technology Strategy or CTO's goals would be interesting to see. Additionally, having insight into what learning our Executives rank as important for their organizations would be a way to engage even more.
Awareness. This applies more to my management but I wish they were more proactive in pointing out relevant opportunities or resources they want me to take advantage of or think I would benefit from.
I feel as though I choose opportunities based on interest and although they have big picture relevance they don't show a direct correlation to my advancement. They are "nice to haves" but are not critical.
Need to be visible to colleagues
I would appreciate if someone from Learning & Development met with my team for an hour or two and walked us through the Hub page.
Scheduled time to attend trainings; like volunteer time.
Send me an email with the suggested courses based on my profile.
na
I feel that I don't quite have a detailed enough grasp on what's available to me.
lighten workload so i have time to take advantage of some of these resources
I would like to see in person offerings for foreign language classes. I have a global team and manage and work closely with others who speak Spanish. Having some Spanish-speaking classes taught by an instructor would be very helpful. I'm fine if there's a cost associated with it - but I would like to see an opportunity for this.
My management chain needs to believe this is valuable, otherwise it is not worth my investment of time.
More classroom training aligned with business focuses
Make it easier to identify what the course is about/search for items by subject.
Aperfeiçoar a gestão do tempo e o idioma para Inglês
have classes actually available when you send me the email telling me about them.....about 90% of the time I get an email about a virtual class and when I immediately go to sign up for it, the class is already full....and I just got the email!
Continuar a encaminhar emails com novidades, treinamentos, divulgação de novos conteúdos.
seguir en una mejora continua !
More emails with recommended courses
Mais facilidade de encontrar os cursos disponíveis
organsie a catalogue with all the training by category and face ti face meetingsd
Need the time to do the classes. Workload is such that I cannot attend
I think over the last one year the way learning team is functioning is very innovative. It has come up with very innovative trainings where the engagement level is very high. May be we can look at having some thoughts coming out from the trainees as expectations which would definitely help.
giving more updates with conducting puzzles , riddles kind of things and maintain a blog to announce top rankers

need more help to screen through offering from L&D person in the region. a lot of things, we cannot go on the site every day.
more interesting and useful subject matter to profession
In Reuters, all training is focused on Text. All trainers are former Text journalists. They have no expertise in anything visual (photographers, videography, graphics, data visualization). Hire some trainers that are not former Text journalists.
Need a bit more time to explore myself before I can suggest any improvements
Simpler access and notification of courses availability
more "hard skill" subjects than "soft skill" subjects. For example, having session to learn a real second language rather than teaching "communication", having session to learn how to use Eikon/FXT/datastream as buy-side and sell-side users rather than teaching how to process as entitlement or admin, having session to learn how to use API on TRKD to internal/external users rather than just teaching the rule how TRKD should be administratively process, having a session to learn how the legal wording should be presented in legal documents rather than just teaching how to write an effective e-mail... etc.
more offerings
If I could tailor alerts to my development plan or what my manager sees as important.
Send out summaries / have live sessions about what is available and how to use the site.
send out monthly emails on what courses are available with the links to join
Alerts to new courses relevant to job and interests
More relevant information about what is available
Let someone do a call and articulate select learning options with select persons to enhance 'customer experience'. Please enhance employees participation to share their experiences/ deliver sessions.
Send automated triggers of updates and new course offerings. If we do not have time to go into Hub and or LMS to explore....these automated triggers will act as reminders.
Mandatory trainings
Maybe send out email updates on new things available
Promote courses via push emails.
I'm not sure how you get the word out more about these resources. What about a poster on an easel in the front area when there is a new class?
I didn't know about this, until I received the survey. E-mail works better for me to know about the availability of something new, than randomly going out to the hub to try and find something.
My daily responsibilities leave me little time for learning opportunities. Short and/or online training works the best to fit into my busy schedule.
Add more online skills courses.
Email detailing new additions or changes
It's not that there is not value but rather there is so many things coming at most people and this seems to change all the time in terms of resources , format etc..
Emails to notify us of relevant or upcoming courses
make people more aware of what is available
categorize beginner from expert learning more frequently
I haven't explored enough to know if this is already there, but prepackaged course lists (and timing) for career

paths would be nice.
ter mais informações por -e mail
While the Learning at Thomson Reuters site has improved, I still find the LMS to be user-unfriendly and that tends to keep me from exploring options available thru LMS.
provide tutorial on how to search and access materials on the site
I find it very difficult to find classes that I want. The ones that interest me, now have a fee attached to them, whereas before, they were free online video classes. My department and manager would not approve any class that has a fee attached to it, so the likeliness of me taking any courses through this program is very slim.
Set up some kind of alerting system that allows me to craft an alert for learning opportunities I may be interested in and have relevant items pushed to me when they become available. I just don't have time to review all the Hub sites I'm supposed to keep up with. If you can't do individualized alerting, than maybe a push email once a month (not too often) with upcoming opportunities would be helpful.
An occasional push email or reminder on the Hub to view Learning at Thomson Reuters.
Not having enough time to attend is the main issue.
make sure that we can access them all at home. Have more courses that we can all take and that they are helpful for our work. Like software programs like InDesign, Photoshop, Word and more edit courses
We can have training leaders like Pluralsight, CBT nuggets could be incorporated.
The company has a history of learning portals. They have changed hands/urls numerous times and have caused fragmentation of where to find "learning resources". The hub site is no different in it being just a fragment. It would be great to have a central URL that utilized open source moodle software to pull together all learning/training resources. Perfect example is mylearning site. That along with this site are two places among many others for learning. Ideally figure out how to centralize this information and keep track for an employee and manager. Thanks.
Unsure, you have quite a comprehensive offering
More courses. they seem to fill up quickly.
Access to Extranet users as we have been outsourced
Have more in-person opportunities for learning/training in DC office
I think it's great access, I just wish I had more time
More virtual events, please.
Offer courses that will actually assist with my career.
More e-leaning that can be taken in short spurts within a busy day
There is so much to the site now it becomes overwhelming to navigate. Perhaps I haven't spent enough time with it to understand that its actually easy once you get to work through it, just haven't gotten there yet. As mentioned previously with the old training e-learning I liked being able to search directly for e-learning offerings specifically and get back all the material associated with a subject. Now it seems depending on what e-learnings I want depends on where or how I search for them.
allotment of time
I was hoping to take Business Analyst courses that we used to have on Skill Soft, however Harvard ManageMentor does not have them.
Have a single page about all of the resources that link to all of the other more specific topics. There is just so much out there it is hard to find, difficult to navigate to or if you miss a communication, you may miss knowing that something is even out there. We don't make it easy to find things.

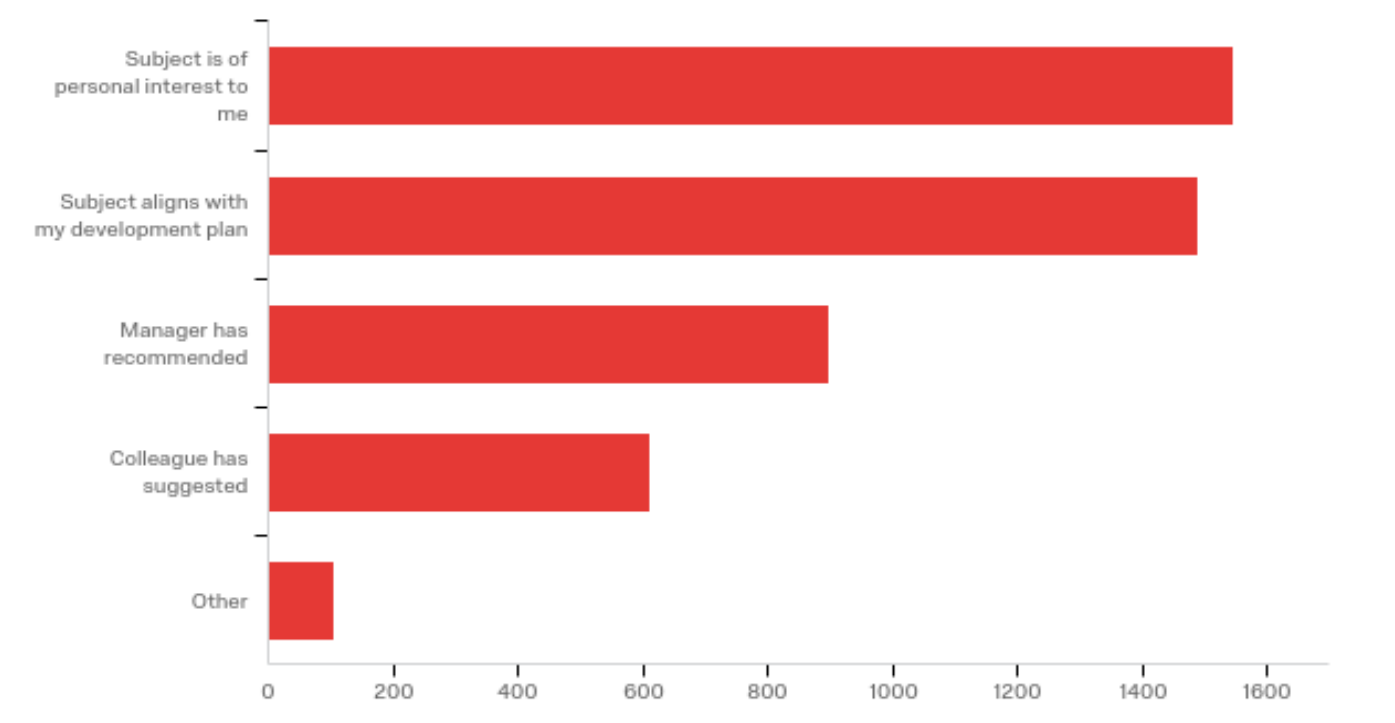
Offering more of a variety instead of recycling the same courses over and over. Also by offering WebEx option for work at home employees who would not be able to make it into the office for certain lunch and learns that they might be interested in.

maybe publish it more? i don't recall seeing anything from the learning site at ThomsonReuters, which is not great. Maybe it get lost in all the emails.

offer specialized skill training classes or recorded elearnings

Too many rows for PDF export, try exporting to Word or CSV

Q42 - 5. What influences you to take a particular class or access materials?Select all that apply.



#	Answer	%	Count
1	Subject is of personal interest to me	81.41%	1546
2	Subject aligns with my development plan	78.36%	1488
3	Manager has recommended	47.24%	897
4	Colleague has suggested	32.23%	612
5	Other	5.53%	105
	Total	100%	1899

Other

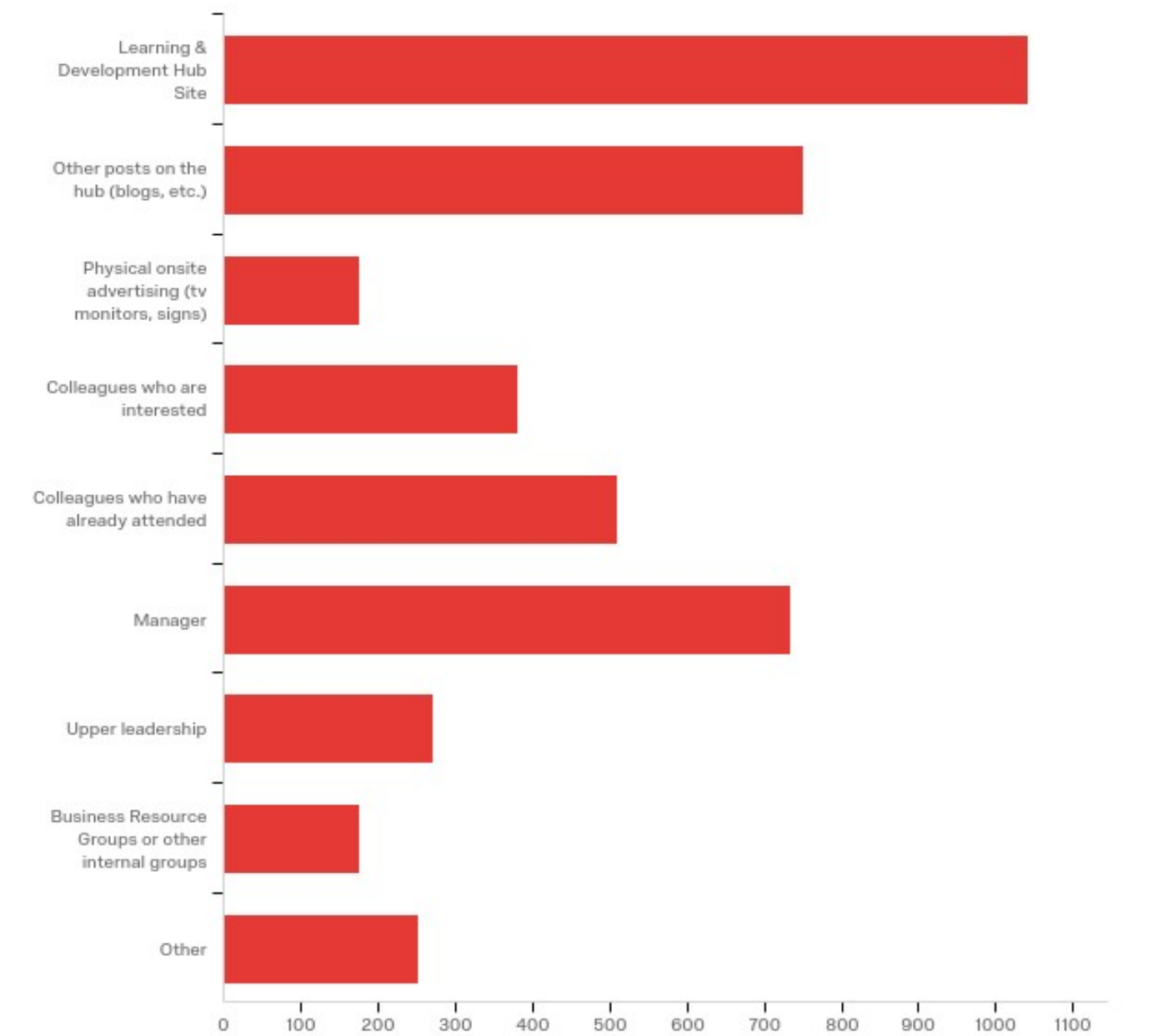
Other
Business dictates
Subject aligns with current goals, tasks, or projects.
Necessidade de se aprimorar em determinado assunto

Industry
The relevance of the training
price
could be useful to help me in my job or as a future skill to apply to my job
It is needed for my daily work
to increase my knowledge of a TR product in order to deliver external training on it.
New technologies or areas that people in the market talking about.
MANDATORY <i>of</i> LEARNING
I need a skill or need to enhance my understanding of a tool.
need to accomplish something on project
Required
CLEs are business related
Fits into my schedule
Subject might make me better at my job. Not necessarily in development plan, as I sometimes take things where the link to my job is speculative or hopeful.
It is directly applicable to my work.
subject is of professional interest to me
face to face
perceived as important to the business
I am considering assigning a course to an employee, i sometimes take it first to see how valuable it is
development within role (e.g. before every recruitment I am looking for most recent resources, trends)
I think that it would enable me to do my job better
Subject aligns to the business strategy or Markets trends
Review to be able to recommend it to others
I understand it will be important for me to scale / contribute
Required for my position (Continuing Legal Education courses)
Subject is a topic related to a potential future opportunity
Mandatory via e-mail
As an HR Contact who can influence my leaders, it's important that I'm aware of the L&D offerings so that I can make specific recommendations.
most often, immediate need to learn or enhance a skill - with all we are charged to do at work, self-improvement often falls by the wayside unless immediate need
There should not also be a personal interest but a recognizable personal benefit.
Having time when the class is available.

most often, immediate need to learn or enhance a skill - with all we are charged to do at work, self-improvement often falls by the wayside unless immediate need
Training method being provided
most often, immediate need to learn or enhance a skill - with all we are charged to do at work, self-improvement often falls by the wayside unless immediate need
Have to
have the access if I need it
It will be useful in my job
Time and availability of class
Tempo disponível para acessar tais treinamentos e materiais
My manager never recommends anything to me.
Subject is related to a current project/program I am supporting
It is required
For refresher training on our legal research projects.
Required by company
cost and time involvement
I have an immediate need in my job
certification goals
I seldom hear about relevant courses. When I take a classroom course, it is almost always assigned by my manager before I have heard of it.
HR has assigned
Considero que la capacitación y el aprendizaje es importante para un crecimiento personal y laboral.
Always looking to grow so I can help others to grow
Staying current in my field and for the benefit of the business.
To meet my professional development requirements.
Enquiries from customers about particular topics make me feel that I need to learn more about certain things.
Required learning
Todo los temas que puedan ser relevantes para mi formación personal y profesional son de mi interes
It helps me improvise my process or deliver things with perfection
Curiosity
subject which can bring up my potential
Required
Improve my skills in dealing with customers
Has business impact and relevant to personal career growth.

Has to something different as I have a lot of training in my career
compulsory/mandated
Required
Goal oriented.
There is hardly any time for self development because of extra workloads and cut resources
Business demand
subject matter aligns to a necessity in my job
new trending or new release
Advertised
Availability and timing with work commitments
Assuntos pertinentes tanto no presente quanto para o futuro
need skill for a particular job or task
Tendendo melhorar algum problema existente na empresa.
Si observo que es una tendencia
Curiosidad personal
Justo me hace falta en el momento en el cual lo ofrecen
Simply curiosity
No lo he utilizado
件名がその時々トレンドと関連している。
Interesses da minha área de trabalho - contabilidade
Subject or topic enhances skills or adds new skills.
I need it to help my team
I hear about on social media such as Facebook, LinkedIn, or Twitter
Puedo mejorar mi trabajo con esta informacion
When I got emails about new courses
Desenvolvimento de carreira
Estoy teniendo problemas con un tema en particular.
para definir aun mas mi futuro en la compañía
Possibilidade de aplicar o conhecimento localmente na empresa e futuramente no mercado
Não tenho conhecimento.

Q43 - 6. How do you hear about learning opportunities available through Learning & Development?Select all that apply.



#	Answer	%	Count
1	Learning & Development Hub Site	56.20%	1042
2	Other posts on the hub (blogs, etc.)	40.51%	751
3	Physical onsite advertising (tv monitors, signs)	9.49%	176
4	Colleagues who are interested	20.50%	380

5	Colleagues who have already attended	27.45%	509
6	Manager	39.59%	734
7	Upper leadership	14.67%	272
8	Business Resource Groups or other internal groups	9.49%	176
9	Other	13.59%	252
	Total	100%	1854

Other

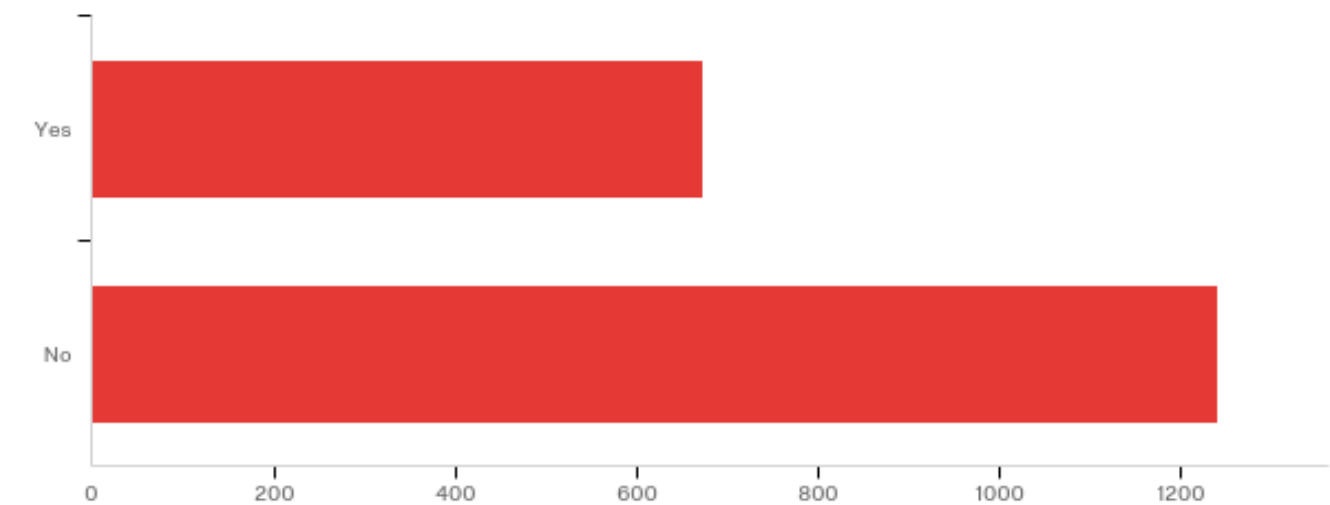
Other
Learning Partner
Search for them
email
Searching for offerings that interest me
Hub emails
Hub emails
Hub email blasts, just searching on the Learning Portal website
Email
in the Learning Portal
email
email notice
E-mails
emails sent from L&D site
E-mail
Human Ressources in France
Email
email - Learning portal Notification
NA
Email triggers
Emails from TR
I don't usually hear about any learning oportunities

I don't - didn't really know it existed until this survey
myLearning portal
I don't recall hearing about them other than through emails about the site
Email/Connected Newsletter
Email from Sean Madison
I receive emails, either Eagan newsletter or directly from L&D that list out what's coming for live or elearning sessions - very useful to have that pushed to me
email notification
email
Emails from MaTR, Emails from local HR
Email
email
emails from learning and development
related emails
email reminders
Email notices
I havent really - but I don't have time to access the hub all the time
mail announcements/broadcasts
DM(メール)
メールで督促きたら
haven't really heard any availalble learning opportunities
メール
メール
Following site so I get e-mails
CLE notification by email
don't hear much - we are all too busy
I really hear very little about opportunities available through L&D unless I happen to stumble across a link to something in the group.
I was unaware this was available. I am aware of the learning portal and have assigned myself classes
email
Our main contact within Internal Learning
I don't. That is the problem
local learning team

Emails from Andy, HR, others promoting certain courses. love the course schedules that come out occasionally with direct links to register
my Learning Partner
Emails...
email
email
BJOC Learning Newsletter
e-mail comms
Email
email notification
Email notification
Emails
Email
Managers Update weekly mailing
Porque ingreso a The Hub y veo que hay de nuevo
Recommendations from HR people
Search
Email
Assigned Training
E-mail suggestions.
E-mail
Human Resources
emails or manager suggestions notification on Friday's
e-mails from Content Academy
emails from Hub groups I am following
emails from Hub groups I am following
Email
E-mail invitations
Mainly by emails either suggesting or listing options.
No me entero
emails from Hub groups I am following
Emails from the LMS
emails from Hub groups I am following

TR mandated assignments
Internal email communications
email
mailing list
email notification
Emails about available classes from the Learning & Development Hub Site
Assigned
pro active emails
email
Searching by myself.
email
Emails
email
emails that may com through to me
following hub page and email notification
Email
Too many rows for PDF export, try exporting to Word or CSV

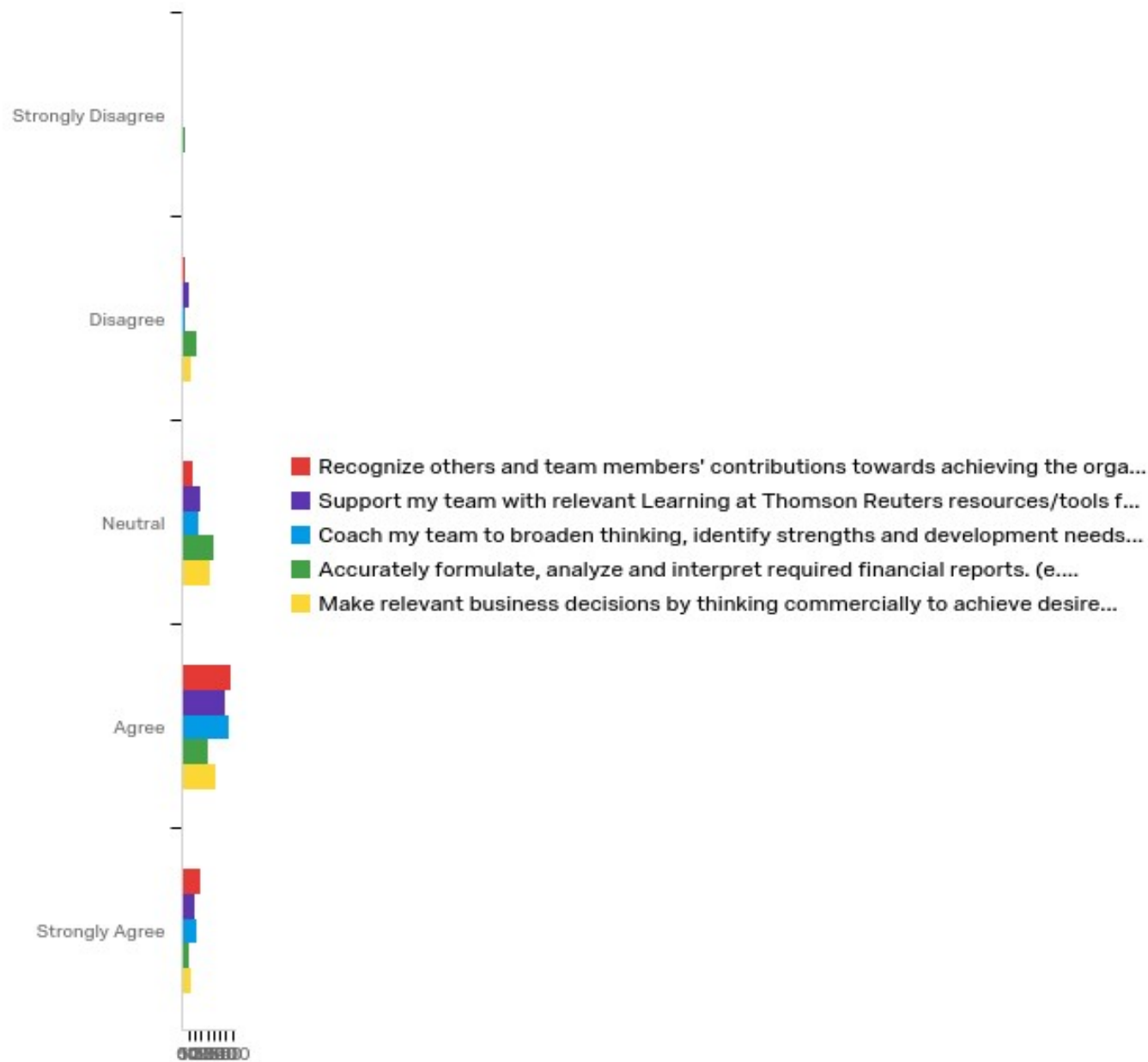
Q34 - 9. Are you a people manager?



#	Answer	%	Count
1	Yes	35.18%	673
2	No	64.82%	1240
	Total	100%	1913

Q36 - 10. Please indicate the degree to which you agree or disagree with the following statements:

I have the tools, resources or learning programs to:

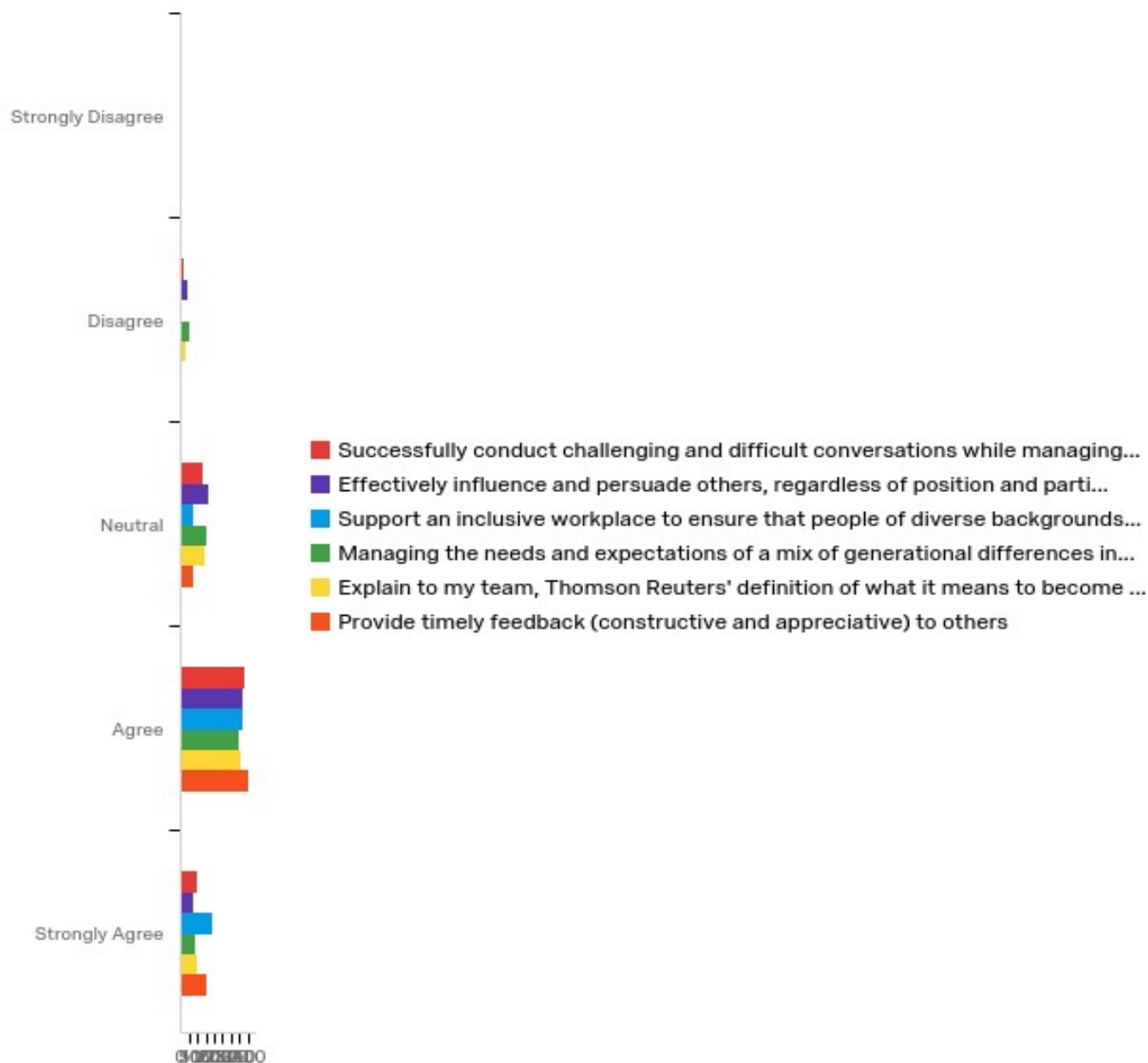


#	Question	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Total
1	Recognize others and team members' contributions towards achieving the organizational goals and successes	0.77%	5	3.37%	22	13.94%	91	60.64%	396	21.29%	139	653
2	Support my team with relevant Learning at Thomson Reuters resources/tools for their career development	1.23%	8	7.20%	47	22.36%	146	53.45%	349	15.77%	103	653
3	Coach my team to broaden	0.61%	4	4.44%	29	20.83%	136	56.51%	369	17.61%	115	653

	thinking, identifying strengths and development needs then set realistic yet challenging goals											
4	Accurately formulate, analyze and interpret required financial reports. (e.g. profit and loss statements, profit margins, balance sheets and budgets)	3.69%	24	18.31%	119	38.46%	250	31.85%	207	7.69%	50	650
5	Make relevant business	2.15%	14	11.20%	73	34.51%	225	41.26%	269	10.89%	71	652

[illegible]

Q37 - I have the tools, resources or learning programs to:



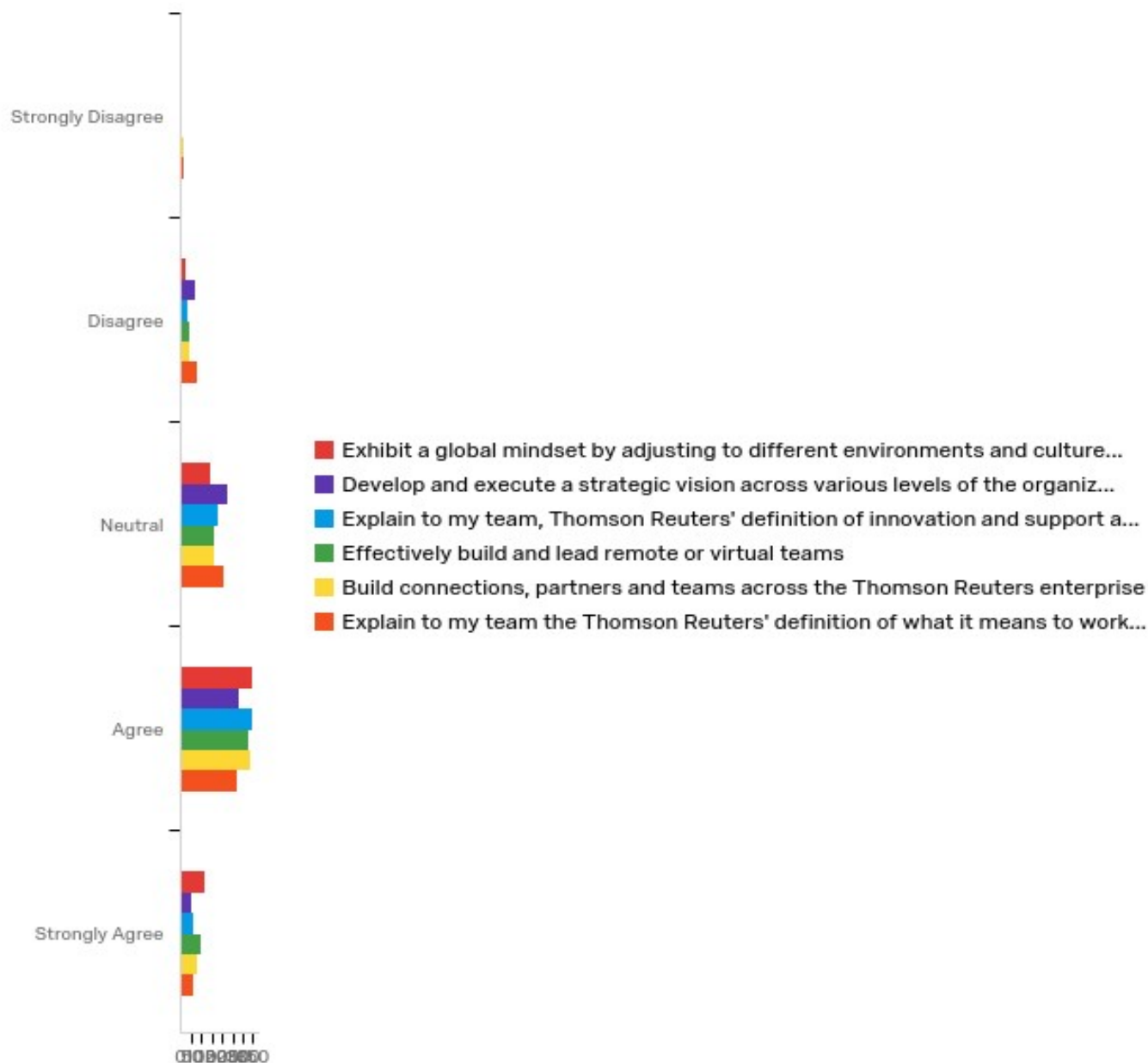
#	Question	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Total
1	Successfully conduct challenging and difficult	0.62%	4	3.26%	21	21.12%	136	60.09%	387	14.91%	96	644

	It conve rsatio ns while mana ging emoti ons, behav iors and conflic t											
2	Effecti vely influe nce and persu ade others , regard less of positi on and partic ularly those that do not report to me	0.47%	3	5.59%	36	25.93 %	167	56.99 %	367	11.02 %	71	644
3	Suppo rt an inclusi ve workp lace to ensur e that peopl e of divers e backg round s can succe	0.47%	3	1.09%	7	12.13 %	78	57.23 %	368	29.08 %	187	643

	ed											
4	Managing the needs and expectations of a mix of generations differences in the workforce	0.62%	4	7.78%	50	24.57 %	158	53.34 %	343	13.69 %	88	643
5	Explaining to my team, Thomson Reuters' definition of what it means to become customer centric and empower my team to place the customer at the center of their	1.09%	7	5.28%	34	22.36 %	144	55.59 %	358	15.68 %	101	644

	decisions											
6	Provide timely feedback (constructive and appreciative) to others	0.31%	2	0.93%	6	11.66%	75	63.30%	407	23.79%	153	643

Q38 - I have the tools, resources or learning programs to:



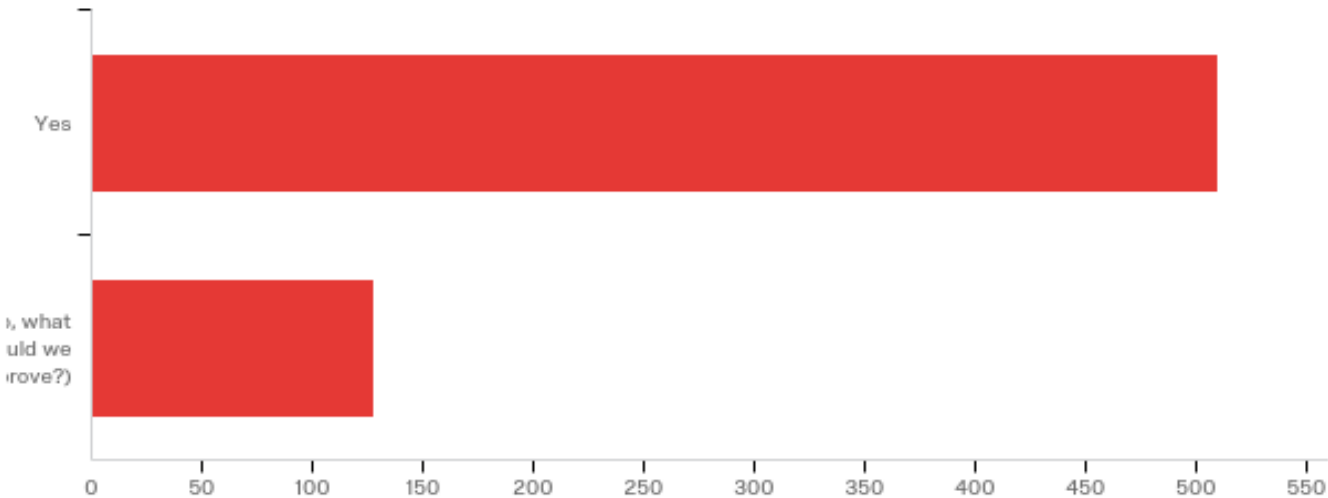
#	Question	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Total
1	Exhibit a global mindset by adjusting to different environments and culture...	0.95%	6	3.47%	22	22.71%	144	55.05%	349	17.82%	113	634

	nt enviro nmen ts and cultur es intern ationa lly											
2	Devel op and execut e a strate gic vision across variou s levels of the organi zation	1.26%	8	10.39 %	66	36.06 %	229	43.78 %	278	8.50%	54	635
3	Explai n to my team, Thom son Reute rs' defini tion of innov ation and suppo rt an enviro nmen t within the team and across depar tment s	1.42%	9	5.67%	36	28.66 %	182	54.17 %	344	10.08 %	64	635
4	Effecti vely	1.26%	8	6.46%	41	25.04 %	159	52.13 %	331	15.12 %	96	635

	build and lead remote or virtual teams											
5	Build connections, partners and teams across the Thomson Reuters enterprise	1.74%	11	6.47%	41	26.03%	165	53.47%	339	12.30%	78	634
6	Explain to my team the Thomson Reuters' definition of what it means to work in a matrix environment and provide opportunities to contribute to the	1.89%	12	13.07%	83	32.76%	208	43.15%	274	9.13%	58	635

[illegible]

Q39 - 11. Are you confident in locating the learning available to help support you in conducting everyday management administrative tasks? e.g. recruitment, managing time off, performance management, employee ad-hoc queries and time off requests.



#	Answer	%	Count
5	Yes	79.94%	510
6	No (If no, what and how could we improve?)	20.06%	128
	Total	100%	638

No (If no, what and how could we improve?)

No (If no, what and how could we improve?)

The systems themselves are not user-friendly nor intuitive. And, trying to find guides or information can sometimes be just as frustrating.
If you are going to push more of the HR component on to managers, the tools should be easier to use -- especially if you don't utilize them frequently.

Workday is not easy to navigate. The how to guides aren't either. Better guides would be fabulous.

Reporting options and easy ways to get to and create reports. Workday has terrible options for reporting and is difficult to navigate, even after supposedly upgrading the interface and application.

It's difficult to find anything on the Hub

Workday - Managing Time Off, the module is not available outside North America. In LATAM for instance.

It would be helpful if an estimate of how long every course takes could be displayed in the menu.

Majority of the time i find that HR is a bottle next for us in the region. what should take a day or a week to complete seems to take ages.

The information while does exist in the Hub, at times the sheer volume of information makes it difficult to easily identify the solution and you get lost in the huge ocean of information
tutorials would be great
I have a small group and only hire occasionally. So recruiting and hiring are always very difficult to manage since the systems change in between when I have to use them and I don't know them very well. Same with ACP and performance management....Workday does not seem intuitive for these tasks and there are always issues around how to use it since these only come around a few times a year. I'm sure I'm not using these tools to their maximum, but there just aren't enough hours in the day to train myself in using these tools and they are not very intuitive. In bigger groups I'm sure people get more practice in using them, but for me I just use them when I have to following the specific instructions issued at the time.
I can locate these, but the fact that many of these Workday tasks need tutorials says a lot about how unintuitive Workday is. I often find myself having to talk members of my team through using Workday, which doesn't feel like a good use of my time.
Advertise or promote more where these are located
Kronos in India is difficult to navigate and the interface is not very intuitive. I understand a replacement is being looked at which would be welcome. Unable to understand for other global staff whether they are attending the office 100% of the time that they should be and how often they are adopting flexible working patterns, tools don't give visibility and as a remote manager it is difficult to see how this is working on the ground.
I would like more advertising - like email magazines.
You could develop a set of training sessions for newly appointed Managers to help them gain managerial skills and show them Thomson Reuters learning resources.
I waste time locating guides on the Hub each and every time I need to do something on Workday that isn't wholly/intuitive or a task I carry out with great regularity
Make it more user friendly.
Have everything in one place
I didn't search for them for some time, so I am not sure if there is anything to improve, but I have no problems a couple of years ago when I needed them (however I wouldn't know where to search for them now).
the HR pages on the hub. Kill Workday and replace it with a sensible tool
Hubのマニュアルがもう少しすっきりしていると助かります。
I only use Workday, Abs man and Kronos, where Kronos is the most complicated and not intuitive tool so far.
simplify - offerings are too complex
Provide a guidebook that can be referred to and links to online information
very difficult to find material online.. "just ask somebody" is the easier answer
It seems we have a lot to offer, but a briefing session for what we have as a tool is necessary for managers / staff to be well understood overall.
どちらかというといいえとなります。利用可能なトレーニングにどのようなものがあるかあまりわかりません。
Provide a search box on the hub where one could type in a phrase such as "new hire" and receive a display of all tools/checklists that apply. right now there is too much chaff on the Hub.
Matrix development plans with recommended learning modules
The Workday learning guides are lacking in simplicity. It would be helpful to have one document (a Manual?) with how-to steps. "Here's how I promote with a promotional pay increase."

When someone first starts at the Company HR should provide them or at least inform them of the training available for them to assimilate. When I was hired four years ago a year had passed before I was even aware I should submit my vacation time in work day. I didn't even know what work day was. We do not do a very good job onboarding new employees
I don't understand the question
I find locating help to be very difficult. Often go to the Hub have to search and then a ton of choices to dig through to find what you are looking for. The direct emails with links near the time of year we conduct certain things like performance reviews is helpful. I typically do not need help for these areas. It is more the one of requests.
Make the search functionality better. Sometimes I don't know what exactly I am looking for, or I know key words but don't know how it is organized on The Hub. Search functionality has room for a lot of improvement.
Generally, I'd say yes. However, before every recruitment I usually look for newest trends and resources, which are not available on Learning at TR.
Better signposting of material
It is very hard to find things on the Hub. I don't know how you would improve this other than perhaps working on the search.
These tasks are not the things we're doing everyday so I don't like to spend much time doing e-learning or reading about it. I just want to find the information I need when I have to do these tasks. Bangkok HR seems to have a set of slide decks for most of the admin task and always send the link to Managers when needed. That's easy for me and I like it. Maybe I'm too lazy :)
recruitment, time off requests
but you could still sign post this better as other people aren't particularly when it comes to WD
For new people managers, there should be fix set of trainings to equip them with right tools and skillsets to be able to handle the fore mentioned areas. Since people managers get to know about these tasks only when there is a requirements they aren't aware of all/most of the options available to better plan/handle the tasks.
There are still too many systems related to recruitment and managing time off. So for example if I raise a req and get all of the necessary approvals someone still needs to raise something in Taleo for recruitment to begin and that wastes precious time.
There are still multiple systems for managing time off for my team.
Performance management functionality in workday is quite poor.
There are too many learnings to know about each in detail. These should be simplified & available at one place or one pager with links to all these documents.
Just trying to find out who is responsible for what can be difficult. Most requests are through a façade of ticketing or online request. If you have a question there are not phone numbers to call, so you must interact in an asynchronous way to get answers. I know this saves money in some ways, but it costs in others - productivity and culture. I am new here and was struck by the cynicism in the organization about making requests such as system procurements, support requests and the like. I was disappointed to see that..
Not familiar with the existing resources
when i search the courses aren't even for the search terms.
Too many resources it gets confusing...the Hub, SMART, WorkDay, etc...
Too many tool sets for the different geographies. We keep indicating we are one organization and one enterprise, but I have to use Absence Management (Absman), Workday and Kronos for time keeping for my team. Its too arduous and complex. Need one tool that can be managed across all geographies.
A link to the information.
Hiring & selection could be improved Workday has a lot of how-to guides and could be consolidated

I am always worried there is more that I am not seeing.
The Hub has lots of information but it is very difficult to find
The tool "Work Day" is not the most intuitive system in the world, I find I go round in circles establishing the right screen to do anything .
My team are still on Abs Man for days off while I am in Workday so can not have view of who is in or out in one place.
we are lacking training on how to hire contractors. We need some process documentation and guidelines.
These tools vary by region and are not consistent. For employee ad-hoc queries, I find it very difficult to find a consistent response. For example, certifications (ex: CFA or CIMA) and whether these are covered by TR. When you look up our T&E policy, these are covered; however, this seems to be inconsistent with different business groups and not covered in certain teams.
I had not had an opportunity to look at the learning site in depth but one thing I noticed is its very well organized and easy to browse section which I am interested in.
I know what the systems are but have had no training in any of them.
many different places to look, hard to even know what is out there. The Hub may have places to look, but even knowing about where to start on the hub is a bit unknown.
Finding the correct versions or just info can be difficult due to the huge volume of documents available on the Hub
reporting and tracking time off should be integrated with outlook, including outlook reminders, instead of filing it in multiple different systems (workday, outlook). also it should provide the day equivalent and as oppose to only hourly and show balance as of the end of the year not based on only earned so far.
Finding things like this is time consuming and hard.
A lot of the WorkDay materials are ineffective and out of date. They are very difficult to follow sometimes.
Though content seems disjointed at times
Provide more clear, searchable content for these common administrative tasks. I have tried searching for them on the Hub or in Workday before and struggled to find relevant, clear information on them.
What I look for is very difficult to find.
Our search engine on the Hub, overall, still seems inadequate and returns odd results. I don't find it useful but it's the quickest way to try to find something.
Lack of time, and too much choice.
I am confident in my ability to do everyday management tasks. If I couldn't, I am not optimistic that I would online resources that would be effective in helping me.
Prioritization(Deal,Time,meeting etc)
More communication and localize it to local language and needs
I think I haven't spent time looking at what's on the HUB site. That's my issue, not the fault of anyone else.
We need to clean out all of the OLD content on the HUB. Can be a challenge sometimes to ensure you are looking at the most recent material.
Acredito que se fossem colocados mais cursos deste tipo no my learning me ajudaria a me programar junto às demais atividades diárias e
improve search functions
I think the issue is more around finding the time to actually go onto the site and explore.....

Would like to have an Excel format with the names and synopsis of each training. This will help me in searching and browsing trainings easily. This will also help in creating Learning Plans for my mentees.
I still find the HUB very difficult to use to get to what I want and need.
I am confident however there don't seem to be tools or resources that are consistent across the business - e.g. sick days are only to be taken in full day increments, etc. There seems to be a lot of inconsistency to how policies are implemented across groups.
It's better but there are different systems used in different locations, and you go to local HR for some things, and then recruitment or HR service center for other things.
Most of the training for managers comes from our immediate leaders on an ad-hoc basis which works for the day to day but doesn't give us enough skills to be able to manage on our own.
In addition there is no formal time set aside for us to be able to allocate towards self-learning to use the online resources, which is why it is easier to attend face to face training. We have the ability to get away from the day to day to learn, when we are in the office we are needed by teams and other departments.
Actually fine on the examples given (very HR-centric), but have more problems with information and support on tasks like processing and paying invoices. There's a huge amount of admin and follow up on this that seems to fall to managers
I have no help whatsoever with administrative tasks for my team. Every time something like a new purchase management system is introduced, I have to figure it out myself.
Not sure how the different resources are organised. good to consolidate and centralise all the learning tools in 1 portal with a search function that goes across the library
To be more user friendly and think how the user will find the information so it is easier to locate the information.
It will be great if you could consolidate everything on one single hub site as I noticed there are getting more and more resources / tools / programmes etc all over the place, many times I was not able to catch up or lost track.
I haven't tried searching
Make it more user friendly and support from middle management
Some of these opportunities haven't yet arisen but I am satisfied with my pace of learning about management tasks.
Create a cheat sheet
I just had an experience yesterday where I called HR Service and was referred to Reaching our People. The information on there is not complete and did not answer my question. I think the HR staff is insufficient to support the organization. Need more people and not an 800#.
Como coloquei na outra questão, tenho um blog, vídeo ou eLearning explicando quais os recursos disponíveis, como acessá-los e onde encontrá-los.
all of my comments are getting deleted in this browser, so this comment doesn't belong here. All classes available to me in my grade class I've already taken or am comfortable with. The classes I want to take are in the next grade level, so when I go to register I am denied because I am a grade I and I'm interested in J.
Hub is difficult to navigate and I didn't know these were available in the Learning System
Não totalmente, devido a diferenciação de idioma, sei que estamos em uma multinacional, mas não sou fluente e o processo de aprendizagem em conjunto com a adaptação de outro idioma é para mim desafiador demais e pode sim impactar no processo de aprendizagem.
Restart using of Abman, or some other, time off managerial control system for Brazilian employees.
Recruitment is difficult to navigate I often find Workday challenging for goals and performance
Generalmente le consulto a mi manager antes de hacerlo por ese medio.
Gostaria de saber como localizar esses cursos de maneira simples

no sabia q existian

a monthly brochure should be useful(by email).

Too many rows for PDF export, try exporting to Word or CSV

Q40 - 12. What tools, resources or learning do you need to become a better manager?

12. What tools, resources or learning do you need to become a better manage...
Sales Management Tools in SFDC that better match the goals and objectives of my sales team. The reporting in the system needs to match how they are setup with goals and compensations.
I would like to see more spaces available for important learning activities. I recently attempted to register for Frequent Feedback (SO Number: 2503714) and was waitlisted. A space did not open up. Therefore, I will have to wait for another offering.
Clear direction on how to avoid HR problems (things it's OK to say or not OK to say, etc). I also need more time. Doing the lead job is challenging because there is an analyst element and a managerial component. The balance is a challenge. So perhaps - a time management class. Delegation guidelines.
more tools tied to technical skills to broaden the scope of knowledge for my team and myself
First, need to know what resources exist and where I can find them. I was given some links to check out when I started in my management role 1/1/2017 but Learning at TR was not one!
on-going face to face training;
More resources around financial statements/resource models and how it directly impacts our team. In addition, more resources around leading teams/presenting virtually in an interactive way.
more availability of online training/webinars.
A mentor who would work with me to create a learning plan, as I don't really know what direction to head.
There should be more specific training available around dealing with personnel issues (ie. how best to approach continual lateness, underperformers, etc, where it is becoming more of a disciplinary issue). Also, on the personal development side, on dealing with micro-aggressions in the workplace. There should be an "understanding company financials" course compulsory for all people managers - it is very difficult to explain this to people on your team when you dont have a financial background.
How to practice different management styles for different situations, how to determine what might be best style depending on the person you are trying to manage. Not just by performance but how they interact with you.
There is inconsistency across organizations in communication and promoting employee recognition programs. It is still unclear to me how to monetarily reward an employee for a job well done.
Time
More learning focused specifically at the TAM organisation. What TAM learning has been delivered in the last 5 years?
gestão tempo livre, gestão de avaliação e de desempenho
To attend various management development programs.
I think everything we need to be good managers is accessible to us now.
Better access to HR. They rarely respond to queries aonce one has managed to get hold of HR, and rarely call back or answer the query.
More interactive sessions with senior managers where we get to learn from their past experiences.
Need more time to think on this one.
coaching
It would be good to be able to identify what learning I should be looking to do at different stages of my management career i.e. as a new manager, 6 months into the role etc.

More face-to-face sessions.
better support from the HR team. i believe we have the tools but alot still seems to be controlled by HR
Managing both high and low performers, conducting challenging conversations
Keep learning from other's experiences and oppty to share my experiences for others to learn and self to keep validating my thoughts and learning
Develop soft skills , help us with psychometric skills, body language and other relevant skills , specially when the operations lean heavily on people. Short crisp courses or video clips may be played on the display screens.
one on one coaching
model of a manager; case studies; note: manager tools podcasts has been the learning which has best helped me. the training is extensive and free (if you do not need the slides).
time to review and dig into existing materials
I think TR has a lot of good tools and resources, but finding them when you need them is a challenge. Rather than developing more resources, I think some time needs to be spent helping people find the information they need quickly and efficiently when they need it...otherwise, all you have is a pile of unused information. For instance, searching the HUB is abysmal. (And we're a search company!) If I'm in the middle of a project, I can't spend 2 hours on the HUB trying to find the instructions to do something....I need to get it done. So I usually call someone I know that knows how to do it. Or try to find a email that has a direct link to whatever I'm doing. It's not very efficient, but the cost is all hidden in our time so no one sees it.
Meaningful development resources for my team would help. I want my team to be able to build the skills that will see them develop in their careers within TR, but the constraints on recruitment mean that there are often other candidates/contractors who have more experience and the reality is that that tends to count for more than development through learning.
A massive redesign of Workday, which is cumbersome and user unfriendly.
I think I have what I need.
Decision making, Budgeting, strategy
I believe the resources are there, particularly in the cultural workshops
fewer "to-dos" from TR. There is a constant barrage of events and theme days that require my attention. It would be better to pick one, focus on it and stream our energies towards it versus having to constantly jump from one to another - It seems that everyday my inbox has multiple emails asking me to attend TR webinars or events and I have less and less time to do my job as a manager.
Time :)
How to better educate my team about the different verticals of TR. My team supports TRTA, Legal, IPG, F&R, GGO and there isn't a good video or content that I can help educate my people on what those groups do, what they sell, how they help our customers, how we make a difference in the world etc. Everyone wants to know that they are a part of something bigger and better than themselves - helping people feel even more connected to our internal and external customers.
I attended Frequent Feedback, but didn't learn how to handle performance improvement plan- type feedback.
nothing
None that I am aware of
More advanced people management topics that are relevant to managing evolving workforce as TR moves towards the Platform Model
Face 2 Face training from managers who have had this experience

More headcount to free me up from non-management works (ex. small business-as-usuals which can be done junior people)
Anything - I was not given any, except eLearnings, which is not enough.
Best Practices & Tips, Scenario based learning
Better computer support for remote employees.
coaching. Bespoke training
I am especially interested in Crucial Accountability training
More information on customer workflows, customer feedback on our content. Better opportunities to manage career progression conversations.
I appreciate annual refresher courses on core skills.
How my staff can learn to provide insight, leading my example does not seem to be enough. Despite showing them what I produced and explaining what our stakeholders need they still don't have the business and operational, customer experience mindset.
I'm a core lawyer who is now working with core business people. I can't talk or engage with them because I'm not trained in the business language of figures, margins and numbers that they know. I need trainings like PMP or an executive MBA to help me work with these roles, and to advance my own career. Without this, I feel suckered and scrambling to merely react to management types.
Global consistency of the tools used
A formal training class will be effective to learn. I would say the learning class similar to "Culture Workshop" is really getting great impact on my personal development to become a better manager.
a bigger team would allow me to invest less time on the newsfile and more time in developing staff
More training in people management
A Q&A chatroom on EM to let me raise questions on management. But better to make it anonymous.
More relevant / timely trending people management techniques
simplified and a single training portal for all requirements.
Better Scrum methodology training and User centered design resources.
The HUB
workshop to simulate situation that manager will face.
eラーニングで良いのですが、短時間で気分に習得できるもの? 例は24時間必要なトレーニングであれば、30分講習 x 8回など気分に始められる工夫が欲しい?
Budget
More direct coaching from upper management
The tools are available, it's more challenging to find time for learning & development.
Time to use these resources
I could use a better toolkit of resources that would help my teams work on interpersonal relationships and team dynamics. Better reinforcement of Values and Culture learnings; better promotion of Wellness (especially emotional wellness) materials/support.
More books, e-books
i appreciate the trainings, HR manager monthly calls and the new learning at TR site

see above....more help with employee self service on building stronger skill sets aligned with their development plans.
Adjusting to the more Agile development processes as a manager, and what it means for managers, how it changes our role, etc.
just to yake the time to work with my team on a regular basis
Partnering with others
Training relevant to managing employees who are experiencing mental illness.
I think we have very good tool and learnings for managers to develop; unfortunately I sometimes experience a "mis-match" about what we teach in those programs on one hand side (i.e. where should managers allocate their time, top priorities, key skills etc), and how we "live" management in reality in the company.
The ability to assess client queries in terms of cost / versus risk of client loss.
Knowledge of what is available out there.
All the tools and resources are there but the issue is having to balance the demands of being a manager/finding the time to devote to learning when I effectively am performing three roles and am not 100% devoted to management
Ongoing education as processes change and are updated as well as constant management learning education to be an effective manager
Leading the business, and business finance refresher courses
Just mor epractice
More coaching tools and feedback collecting (other than one annual) tools
An easier way to identify if the topic is lower level vs. advanced. It is always great to have a refresher course but those with a lot of experience you don't want that in every class. I
More financial training (practical), accessibility to live courses for those outside of Eagan and NY.
More real staff resources, we are managing lack of it most of the time.
More resources to improve on already existing skills
More resources to gain skills to move up the career ladder, rather than just developing in existing role
I'd like to learn more about management of high potential employees. They may be much more qualified / open minded / innovative then managers and supporting them might become tricky.
More interactions with other managers, coached by Learning team. The 90 mins workshop delivered at the beginning of the year were great, as they created environment for useful learning from the Content Academy (in a pleasant atmosphere) and knowledge & experience exchange with other participants.
I'd like to understand what is offered to help me grow as a people manager.
time to do this
time (my own and ability to direct staff time toward learning)
I will give the skills sessions a go next and then see what I am missing
continued training
Sessions, programs on Innovation, Project Management. Company can sponsor for the certification of certain project management programs with a tie up with different universities and agencies.
I need more time (improve time management) to familiarize with all the available tools and resources.
Can we have 1 'GoTo" place from where we have links branching out for various topics mentioned above?

More Training sessions needed to Assistant Manager and Team Leaders as 70% of the TR population in operations reports to them. The training for this management level needs strengthening

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Q41 - 13. Do you have any other feedback that you would like to share in relation to the training Thomson Reuters provides for managers in general?

13. Do you have any other feedback that you would like to share in relation...
The training should remain a standard part of the retain and grow management skillset tool kit. Very much appreciate the Excellent TR Manager Course Work that I have experienced over the past couple of years.
On occasion members of my Team have submitted for a course but there is no feedback as to when it will run (if ever). An example was a writing emails when English is not your Mother Tongue. The request was made last year but there has been no update since.
It tends to be rote. A lot of the programs re-use ideas, themes, or even examples. It's great that peers are chosen to lead the sessions, but they often sound as if they just jumped over from other responsibilities and their focus is not there.
The MaTR classes are well run and resourced. However, some of the modules should be 30 minutes longer to provide ample opportunity for discussion.
Generally very good - a lot of training and development is available. I think the onus is on the individual to take control of their career and take advantage of these opportunities - I'm surprised by how many people dont sign up to any of this training.
I think there needs to be a greater push in all orgs at all levels to make sure employees actually use training time.
Training session need to be geared to managers experience levels. I've been assigned some sessions that were too basic based on my experience level.
I would like to see in person offerings for foreign language classes. I have a global team and manage and work closely with others who speak Spanish. Having some Spanish-speaking classes taught by an instructor would be very helpful. I'm fine if there's a cost associated with it - but I would like to see an opportunity for this.
Not at this time
May be we can have multiple sessions in a year so that even if we miss one due to some un-avoidable circumstances we can still attend the second one.
Like what I see, the investment in training, the HUB is a vast pool of information that any employee can easily access and build their knowledge base.
none
The internal communication emails are really helpful.
would like more proactive mentorship programs for new managers
Lots of options, it would be good to have a general overview
Be assertive in positive context, learn to communicate bad or not so good news quickly, discourage manager alignment and encourage organisation alignment
The communication regarding the trainings need to follow multiple methodologies. While some are heavily communicated, others are just in the form of an email notification. Thomson Reuters offer some excellent learning modules which needs to be communicated better through different channels. We need to create a library of such trainings where we can log onto the site and go through the relevant one. I am not only limiting this to the otherwise auto playable decks, but some facilitated ones may be recorded too!
The AMTR course was terrific. I applied the Anticipate the Marketplace concept in our group and it has been a wonderful tool.
I would like to see more senior managers echo-ing what TR learning has tried to convey - an accountability structure after the learning.

The Advanced Management training has improved over the years, and I'm glad to see more training in diversity and inclusion. I think the Cultures and Values training has been very effective (especially the in-person sessions), but I do think it needs to continue to be reinforced, especially as it applies to every day management situations. I think there are less opportunities for business and subject matter expertise training than there used to be, however (except in technology), and that is showing in newer managers who know how to run a project but have no idea how to put together a business case from a substantive perspective or have no sense of how our product contribute value to our customers. In addition to general management skills we need to nurture the substantive expertise of our employees.
No
We need Adobe courses in InDesign and PhotoShop. My team uses Adobe programs on a daily basis but corresponding courses on these products dropped off MyLearning. Please bring them back. Thank you very much for asking! I believe the training is very good at TR but would like to see a introduction to managing employees for New managers, ,maybe with a personal one to one with an HR representative. E-Learning is a big for myself as it allows me to take a course on my time frame. Love that we have a lot of different material available, we just need to organize it so that we have a single or simple starting point to access all of it. In the corporate workplace where there is continued pressure to produce more and do more with tighter and tighter deadlines, we find it difficult to make time for training or to take full advantage of much of the content offered. What advice do you have for the in that regard? Even with the organization of the information on the hub, the fact that the learning is spread out over numerous learning systems and resources is a bit daunting - especially considering the volume of learning material. No - generally good offerings. In some cases, for example, some sessions during MaTR, I think the training provided is very much high level and very generic. Whatever discussed in some of these sessions are very common and it doesn't really help us to improve further, rather than just discussing what we already know. As in 11 - a set of training sessions for newly appointed Managers would be great. It would be good to have Content Academy trainings open for wider group of potential trainees (e.g. soft skills, fascilitation skills) from other depts (e.g. Customer Admin) Need formal training programs like MaTR and AMP, which have been discontinued. TR offers a lot of resources Link learning programs or modules based on our current GRF, as well as next level GRF to help us pinpoint what's required to progress in TR. i'm in my 9th year. I've done most of the stuff that's currently being offered to me as training. I'm good at it. What I am not getting is training that would take me to a different role. What will help me grow to a general management role. Not stuff that I've been doing for years. No, I have followed quite a few programs over the past years. Even though I fully understood the 70:20:10 way of learning, I rarely had any change to take "10" for a formal training class. It might be good to have more resources for local managers to have more "10". The Asia news leadership training programme was extremely useful. n/a Benchmarking

The M@TR and AM@TR resources are great.
There has always been plenty of training
MaTR online courses tend to fill up very quickly. Allow more slots. It is not intuitive why anyone would feel the need to cap an online class. Who does it hurt to have 10 more people want to attend online?
I think TR does a good job of providing managers with the appropriate training; I think that individual contributors would benefit from similar training / reinforcement of skills.
There is more available than I realized and hope to find way to leverage it more going forward.
As I just recently took the role a director for our local, legal entity (Senior Site Rep and Director) I now realise how difficult it is, to find your way around in this - what are the internal processes, who is responsible for what, what are the legal requirements we have to fulfill etc. So it would be hugely beneficial to get some "Briefing" or "learning" on what is expected and how to fulfill this. I understand, that especially the legal requirements differ as per country/ legislation, and therefore I now booked an external course to get that part. Nevertheless I'm sure there is internal processes that I would need to know about, and where I learn "step-by-step", and "... by doing".
We are not aware of what is available.
I attended the first MaTR session yesterday which was excellent. It would be good to have some more general networking sessions where you can meet managers in other locations in a less formal environment as the tendency was to mix with colleagues from your direct team
Get some flexibility to support investing in training/learning and support this like diversity or other people things at the Senior/Executive level.
Do not care for the WebEx live trainings. Instructor can only allow a couple of people to answer or talk per subject. Hard to tell when to talk vs. not without talking at the same time. It was hard to capture the content while participating. I was either taking notes or talking.
Directors and above should be authorized to take the Management at Thomson Reuters courses. These are great skills, which i see a need for in some of our senior leadership. Also, i have been in my role for 4 years. I could use polishing on some of these basics, but am not authorized to take the MaTR courses.
The training is excellent for new managers but not as obvious what is available or should be attended for a manager that has been in post for many years
I would suggest that our HR team shares the recent trends and findings related to important topics or generation characteristics. It's important to be up to date and have such info quickly (faster than our competitors) to be able to attract / recruit / retain new employees.
I very much like MaTR and the initiative of quick workshops for MTLs.
Not at this stage no
A single 'Google' like search capability that covers all training resources would be a far more efficient method for locating relevant material. The Hub simply is not up to scratch when it comes to search, and locating the various resource links, even given the newly designed (and improved) Hub site, is a pain.
I think there is the opportunity to partner with Educational Institutions to implement our learning programs. Explore the opportunity to allocate a higher budget on recognized programs available outside TR
Strategic thinking and global business knowledge would be important to the managers in general
none
no
No.
Pretty comprehensive but not as easy to find as I would like

n/a
It is always essential to keep improving one's skill set. TR should start providing executive higher education by tying up with premier institutes for MBA or MS programs. Quarterly courses/certifications related to the job profiles should be made mandatory to ensure that the employees have the needed skill set to perform and enhance their knowledge. Investing in employees is the only way to ensure long term success.
I think Thomson Reuters has some great training for managers such as AMATR and BLP however a lot of the items covered in the questionnaire around managing people are not covered in those. I see a real lack of management skills in certain functions where most people are individual contributors until they are quite experienced then become managers without training.
Provide deeper knowledge instead of highlighting few topics which every one might be aware of related to any topics which we have currently.
In addition to manages also have mandatory trainings for Analyst on team building etc
There should be a quarterly gathering of all managers and have sessions/activities which enables in connecting across various business units
I would like to see business outcomes be the way we evaluate people ...instead of \$ saved.
The boxes keep shrinking as I type.
Rather than investing in formal training programs, elearning, etc. I would invest in mentor programs, lunch and learn sessions, senior executive Q&A sessions etc.
N/A
When you become a manager, there is no training. you just assume the role. There should be a matrix of courses that are required at each level to insure proper training. Most of what a manager learns is on the job.
I love the training that is provided, whether it's in person or via webex. All of the trainers have been great! I like being able to take a little bit of time out of my day to learn management topics and get to meet other people like me within the company.
None
Training is available, but there is little time to accomplish it.
F2F training remain the best learning option- not at least as there is a possibility to exchange with peers and to share experiences.
I think Thomson Reuters puts a very nice level of training resources to managers and employees alike. I just don't feel that executive leadership is following the training that they are asking (especially those questions where I strongly disagree that I have the right resources).
It would be good to regularly receive updates regarding training opportunities as it relates to my interests or focus areas.
No.
Keep up the good work.
Learning offerings are quite good.
We should take care, that we do not overload the "learning" theme. Learning is important, but we also need to concentrate on business to reach targets. Especially the demanded time for learnings are most of the time not realistic. And the time which is needed for the "mandatory" surveys which come after is always longer than announced before. This survey took 20 minutes instead of 10. And this you can copy paste to most of the proposed learning courses.
I've completed all of the MaTR trainings and would like to see more or follow-ups (in addition to the boosters).
the text boxes are broken

The Hub page provides really good resources for targeted learning, so good job on that, probably it just doesn't come up regularly on the homepage and I don't normally browse everything regularly. I would think something like a social media page interface would be helpful, in that all the pages I follow would feed updates in my page where I can easily view them. Right now I just follow most pages but I don't check Email Watches as I am monitoring my mailbox size. So I think individual feeds would be helpful.
No
The monthly manager calls and weekly manager updates are great
It would be great if TR offered partnered with Coursera or Udacity to offer more advanced technical training for our employees.
As above in 12; The culture training (instructor lead) and MaTR were fantastic. More of that will be great for the company.
the text boxes are broken
The managing virtual teams was very slim/light. It did not cover in depth any of the challenges a global manager who will never meet the team might face, how to build a team in such a situation ...
none
Overall very good offering and nicely presented. I am promoting it a lot !
No
I did the MaTR in Geneva F2F and find it very useful, I did also some review in webex, interesting and important to share international feedback and Experience but I thing the F2F event in the country where the managers are based are very important, because the course create a good opportunity to establish a great team spirit a a great team collaboration between managers.
it feels like it's all done as cheaply as possible. i think we should invest more in our people and provided f2f training / coaching
I have been in the people management position for two years and I have taken most of the online training classes available. What is the next level of training classes for me?
I would like more emphasis put on leadership and management style effectiveness.
I think the MaTR training is pretty good. I would like to be getting more input from the facilitators instead of just being a sharing of experiences and how other people deal with similar problems)
There should be a programme for senior sole contributors who are not managers - a lot of the management training applies to non line managers, but there is no formal course for them
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Q30 - Thank you for your participation in the survey.

You can enter the drawing to win one of the three iPad Mini 4s 64GB by entering your 7 digit employee ID number*:

Thank you for your participation in the survey.

You may enter a drawing...

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Thank you for your participation in the survey.
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