

**From Zero to Impact:**

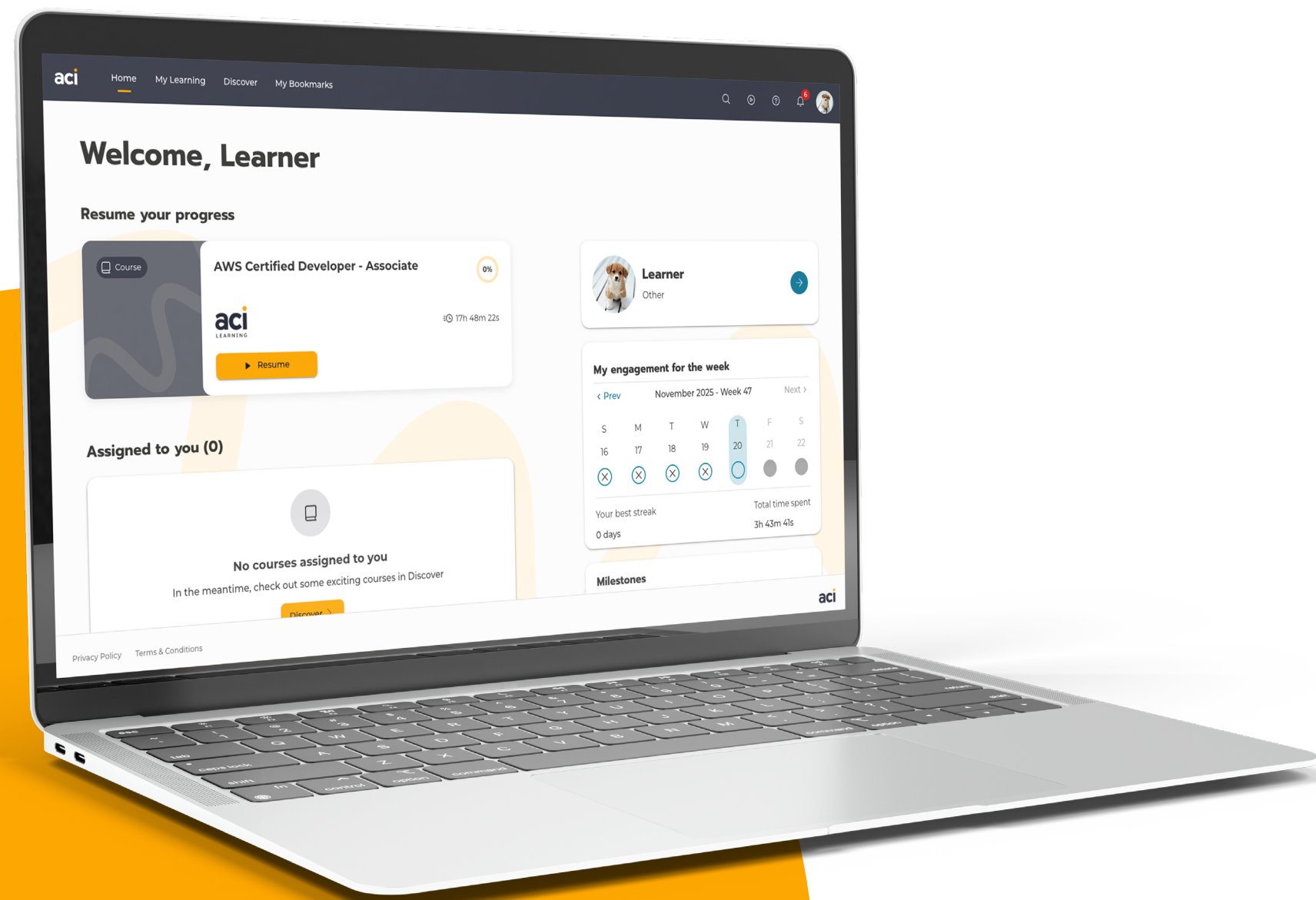
# The Executive Guide to Building a High-Value Training Program

A concise roadmap for leaders who want **measurable outcomes, proven ROI, and stronger teams** through ACI Learning.



# Why This Matters

Executives today face a dual challenge: build organizational capability while controlling costs. The solution isn't just more training — it's **strategic learning** that directly improves performance, retention, and readiness.



This guide is your roadmap to go from zero to measurable impact — showing how ACI Learning's **myACI platform** helps leadership teams:

- ✦ **Align** learning investments with business priorities.
- ✦ **Quantify** ROI with real data and outcomes.
- ✦ **Build** a culture of continuous improvement that sustains itself.

# The Business Case: Why Invest Now

Modern organizations can't afford skill stagnation.

## The numbers tell a compelling story:

**218%**

**higher income per employee**

for companies with formal training programs. (ATD)

**24%**

**higher profit margins**

**93%**

**of executives** who invest in upskilling see measurable improvements in productivity, retention, and resilience. (PwC)

**60%**

**of employees** will need new skills by 2027 to remain effective. (World Economic Forum)

## Training Is a Performance Multiplier

### Business Driver

### Impact

**Retention**

Skilled employees stay longer.

**Productivity**

Trained teams execute faster, with fewer errors.

**Resilience**

Teams adapt quickly to change and disruption.

**Agility**

Upskilling builds confidence and readiness across functions.



Strategic learning isn't a "nice to have." It's an **operational advantage** that compounds over time.

# The ACI Advantage

ACI Learning's **myACI** platform turns training into a **strategic business function** — measurable, scalable, and aligned to outcomes that matter.

## With myACI, you get:

- ✓ **Role-based learning paths** mapped to certifications and KPIs.
- ✓ **Hands-on Skill Labs** that bridge theory and practice.
- ✓ **Executive dashboards** for visibility into engagement and ROI.
- ✓ **Curated content marketplace** for business, IT, and leadership skills.
- ✓ **Outcome tracking** that ties learning directly to business results.

## Case in Point



Princess Cruise Lines' IT team earned **96 certifications in six months**, increasing onboard autonomy and reducing reliance on shore-based engineers.

“With ACI Learning, we’ve grown our capabilities to the point where we can handle more onboard without delay. It’s a game changer.”  
— Robert Kraemer, Corporate IT Officer





# Quick Reference: The Executive Playbook

## **1 Define the Why**

Successful training initiatives start with alignment. Identify two to three measurable business outcomes—such as productivity gains, improved retention, or accelerated onboarding—and link them directly to learning objectives. This ensures executive buy-in from the outset by connecting training to enterprise-level goals.

## **2 Start Small, Prove Fast**

Authorize a focused 90-day pilot within a strategic team or department. Early data and success stories create momentum and validate ROI with minimal risk, turning learning from an expense into a performance lever.

## **3 Measure and Report**

Use dashboards and key metrics to quantify outcomes. Transparent reporting on engagement, performance, and skill growth provides the evidence leaders need to make informed investment decisions.

## **4 Scale and Sustain**

Once results are proven, expand to adjacent teams and integrate training into long-term workforce development plans. This builds a culture of continuous improvement and positions learning as a strategic driver of business growth.

# Real Skills. Real Impact.

Our partners report faster upskilling and improved team performance as the top outcomes:



### Efficiency Gains

We **saved 30%** in external contractor costs.



### Capability Growth

Our team achieved **18 new certifications**.



### Retention Impact

Turnover **dropped five points** post-implementation.



### Business Agility

Projects now complete **25% faster**.

For a deeper dive on insights from your peers, have a look at ACI Learning's **2025 State of Skills Training Report**



[View Report](#)

# Sustaining the Culture of Learning

Lasting transformation requires executive sponsorship and visible leadership engagement. Our partners see measurable results when teams commit to taking simple actions that myACI makes easily achievable:



## **Communicate frequently**

Share wins in town halls or quarterly reviews.



## **Show the data**

Use dashboards to highlight engagement and certifications.



## **Recognize achievement**

Celebrate progress, not just completion.



## **Model learning**

When leaders learn publicly, teams follow.

When learning becomes part of leadership DNA, it drives a measurable lift in culture, performance, and retention.

# The Leadership Playbook

## **1 Define the Why**

**Leadership Action:** Tie learning to business KPIs

**Business Outcome:** Clear purpose for investment

## **2 Start Small, Prove Fast**

**Leadership Action:** Run a 90-day pilot with one team

**Business Outcome:** Proof of concept + early wins

## **3 Measure and Report**

**Leadership Action:** Use dashboards to show ROI

**Business Outcome:** Quantified impact for leadership

## **4 Scale and Sustain**

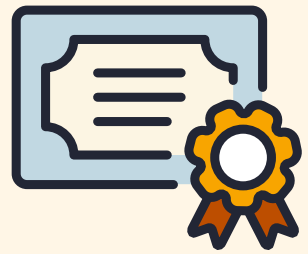
**Leadership Action:** Expand to adjacent teams

**Business Outcome:** Culture of continuous improvement



## Proof in Action

### Princess Cruise Lines:



**96 certifications in six months;** improved autonomy and faster issue resolution.

### Enterprise IT Client:



**30% reduction in contractor costs;** measurable boost in engagement within one quarter.

### Government Partner



Consolidated multiple training vendors into ACI; **improved compliance visibility by 40%.**

## Ready to **Get Started?**

Start with a **90-day plan** and **scale up your successes.**

ACI Learning will partner with your leadership team to:

- ✓ **Design** role-based learning paths.
- ✓ **Establish** measurable outcomes.
- ✓ **Provide** executive dashboards that quantify ROI.



Empowering  
organizations to achieve  
**outcomes that matter.**