



**WOUNDED WARRIOR
PROJECT®**

Wounded Warrior Project® (WWP) is transforming the way America's injured veterans are empowered, employed and engaged in our communities.



THE CHALLENGE

WWP asked The Bob Pike Group (BPG) to evaluate and help improve its four-day Management Academy training program. This course was lecture heavy with facilitators speaking for 23 of the 29 hours spent in session. WWP knew if its facilitators were physically and mentally drained by the end of class, participants were likely exhausted and disengaged too.

OUR SOLUTION

BPG helped WWP redesign its program using participant-centered methods steeped in brain-science. Trainers used *Content, Participation and Review (CPR)* to design training for maximum retention, employed the 90-20-10 Rule to organize content into easily digestible chunks and followed the E.A.T. model for delivery. In addition, trainers used Mind Mapping tools to arrange content into Need-to-Know, Nice-to-Know, and Where-to-Go sections.

THE RESULTS

The redesigned participant-centered program decreased lecture time by 52%, increased participant activities by 54% and cut overall session lengths by 25%. As a result, participants were able to complete the Management Academy program in three days rather than four, significantly reducing travel and catering costs while making more efficient use of donor dollars.

BOOST IN PARTICIPATION

54%

25%
LESS TRAINING TIME

COST SAVINGS

23K