

## Development Timeline



Mike Bolam works with managers at UK semiconductor plant on aspects of productivity and performance.  
Mike Bolam develops concepts and processes based on his experience of working with management populations over the preceding 15 years.



Mike Bolam raises investment funding to develop the programme on CD-ROM and recruits multimedia development team.  
Development of the first version begins in September.



The 'Making Achievement Possible' programme introduces a blended learning approach, combining the self-managed development with instructor-led support.  
The programme is launched in the Far East, using Hong Kong as the base.



Revision 1.2 begins on reviewing and updating subject matter and tracking new thinking in the performance skill areas.  
Version 1.2 developed and launched.  
New contract awarded by DfID, through WSP International, for senior management development within the Ethiopian Roads Authority, based on MAP modules.



Attendance at Elliott Masie's Techlearn 2002 prompts a move towards on-line delivery of courses.  
Line leader development programme begins at a major biscuit production site.  
Aimed at achieving significant performance improvements.



Version 1.3 Flash-based modules launched on CD-ROM incorporating interactive animations and improvements to functionality.  
Sourcing of an ASP hosted platform solution begins and upgrading of content to SCORM 1.2 compliance.



EBlend format introduced.  
GeoLearning Partner Express is launched.  
Skillogy Sweden established to support Skillogy PERFORM programmes in the Nordic countries.

1994

1995

1996

1997

1998

1999

2000

2001

2002

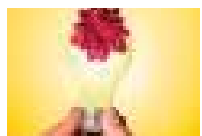
2003

2004

2005

2006

2007 FUTURE PLANS



Mike Bolam agrees with James Noon, an academic, to work on concepts of performance and productivity and to research the underpinning characteristics.  
Mike Bolam and James Noon work on the research to identify characteristics that lead to superior work performance.



The first programme entitled 'Making Achievement Possible' is launched on CD-ROM into the UK market.  
The programme carried 24 integrated modules designed around a job-focused process and was sold as a self-managed performance development tool.



Ivy Learning Software PLC begins distribution within the United Kingdom.  
'Making Achievement Possible' (MAP) is included within a British Government, capacity building programme for the Ethiopian Police, working in conjunction with Capita PLC and Group 4 Ltd.



6 more ability areas added to the Model of Performance Skills, taking the number of modules to 30.  
Multimedia delivery format upgraded.  
Revisions made to subject matter.



Development of a new interactive Flash-based format begins.  
Ethiopian Roads Authority District Maintenance Manager programme awarded, based on 12 performance skill modules in English and Amharic.



Skillogy Perform brand is launched.  
Schwarzenbach Consulting Chur based in Switzerland becomes a Skillogy partner.  
ValuesonLine becomes a strategic partner with the integration of the personal values tool into the Skillogy PERFORM programme.



Skillogy moves into a new headquarters office.  
Skillogy plans to extend its network of partners to 70 countries by 2010.  
Skillogy attains £5 million annual revenue by 2010.