

Why us

We have been supporting learning and developing initiatives since 1999. We are careful listeners and always take your goals to heart. In close collaboration with our clients, we have:

- improved performance and learning motivation
- reduced training time by 50%
- freed up in-house training resources so they can focus on critical business tasks
- shortened development of training materials up to 10 times
- lowered training costs
- avoided potential pitfalls in the use of instructional technology
- received the Showcase Ontario training and development award

Our clients

We have worked with clients from a wide variety of industries and sectors in North America and Europe. Among our better-known clients are: The World Bank Group, Toronto Dominion Bank, Kroll, Department of National Defence of Canada, Ministry of Training, Colleges and Universities, Canada School of Public Service, Humber College, Pearson Education, Sutherland Chan Clinic, Carson Dunlop Consulting Engineers, Traumatology Institute, and Parke-Davis/Warner-Lambert.



About Iva Baltova, M.Ed & Ph.D.

Iva Baltova is the founder and owner of LearnSmart Solutions. Iva's passion is designing learning experiences that change the way people work and act in the real world. She draws on the wisdom of two worlds: academia and corporate training.

Iva is happy to share her abundant knowledge. However, she prefers to apply it by committing to hands-on projects that yield solid, practical and usable results for people on the job. Iva and her team have helped many organizations produce real business results through bridging critical knowledge gaps with effective skill building. Iva's professional path includes conference presentations, seminars, workshops and articles published and cited in refereed journals.

What we do

We help organizations accelerate their business results with minimum investment in time, effort and resources involved. To this end we create learning solutions that are specifically tailored to your own context and have the right mix of instructional technique, delivery and technology. We can design and develop brand new solutions, or repurpose existing classroom-based programs to an online study environment.

Some examples of our work

Improved performance and motivation with 3D certification course for the World Bank Group

Course is geared to internationally dispersed Investment Promotion Intermediaries learning how to effectively attract foreign investment to their country. The learning experience is set in a realistic virtual office building with user-controlled, interactive 3D study aids. Learners follow individualized study paths and are assisted by a talking virtual coach and a live instructor. Solution is SCORM-compliant.

e-Learning solutions for charities win Ontario Showcase Award of Merit

We helped a company consulting to hundreds of charities across Ontario (Canada) recruit more board members from the business community and keep them onboard longer. Managers and Human Resource administrators improved their skills on how to hire and support new board members. Prospective board members learned how to choose a board and fulfil their roles and responsibilities. Original performance support tools and study resources were at learners' finger tips at the point of need. Solutions received the Ontario Showcase Award of Merit for best training project in the Public sector.

Onboarding solution a factor in 65% increase of company's bottom line

We designed and assisted the implementation of a large e-learning onboarding strategy in 2D for a growing engineering company in Europe. Trainees are new hires at multiple office locations. Solution shortened training time and costs by 1/3; helped new employees effectively and consistently integrate into the life of the company; and completely freed up resources, previously involved in onboarding of new hires. Solution is believed to be a factor in the 65% annual increase in the company's bottom line. It doubles as refresher for existing employees and centralizes a rich library of company resources and job aids.

Assisted Canadian Forces in training 80,000 staff worldwide

The blended solution we created ensures 100% accurate performance in a field where mistakes are not allowed - safe disposal of non-operational weapons and vehicles to prevent the enemy from obtaining critical military information. Trainees work for a new organization created to establish and reinforce such safety procedures. Realistic online scenarios, simulating work-based situations provide a safe environment for practice, where mistakes are not fatal, but instead become a learning tool. Solution integrates with any SCORM-compliant LMS. A rigorous Learning Needs Assessment was conducted to discover the secrets of success. Among study resources are a live expert, web-based job aids, and searchable publications. Training is delivered in English and French.