TRAINING TIPS

trc interactive

Spring Into Action to Improve Your Training

This is the time of year when it may be good to do some "spring cleaning" to all your training programs. Ask yourself, "What elements of our training are weak and need improvement?" and "In what areas do we consistently get high marks on evaluations?" Part of successful training is being willing to change areas that are weak by building upon training that has proven itself over time.

It may be time to update "electronic page turner" and converted Word document training to more learner-driven, online training. Simply having a course and getting the boxes checked that people have taken it does not constitute learning. "Spring clean" by scheduling rework or acquiring state of the art and interactive online programs.

If you have live programs, "spring clean" them by adding more discussion, role plays, and interactive exercises. Reduce presentation and increase group participation and interactivity. Add techniques that keep people's interest in the subject matter by adding games or pretend quiz shows at the end of a segment. These games allow learners to test their knowledge of the subject matter in an open, friendly, and fun environment.

Letting participants learn through a variety of approaches not only makes the learning process more enjoyable, but it also helps reinforce the training material. If the program is live, permit your instructors to try new approaches. If online, improve the interactivity and engagement.