

Make Training Stick



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Training is designed to support the mission of your organization. We think of the company as taking a **Positive Change Road Trip**. Training grounded in the best of who you are, in your organizational strengths, in your vision and your strategic plan, is much easier to "sell" and delivers far more value to the organization.



You need clarity about the **Desired Destination**, and the goals you will have to achieve during the training to help drive towards that destination. The destination must appeal to leaders and to employees.



Meaningful physical engagement aids learning and retention dramatically. Full sensory experiences such as **experiential simulations** grab full attention and require processing of information in multiple ways.



Simplicity, brevity and emotional impact are key for visual aids. The book "**Presentation Zen**" has wonderful tips for high engagement slide shows. Handouts like this one tie the emotional impact of the presentation with content.



Attention – Getting it and keeping it. Our brains pay the most attention to: novelty, movement, eye contact, asking for input, and humor. Vary the physical situation every 20 minutes (or even more frequently). Allow them time to digest each component of learning.

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SUCCES Principles: Simplicity, Unexpectedness, Concreteness, Credibility, Emotion and Stories. These principles are based upon clear brain discoveries about memory.



We each learn in different ways. Maximize the opportunity you offer participants to learn in their own ways. **Coaching Partners** give an opportunity for everyone to engage in a relatively safe environment, to clarify their own thinking by speaking it aloud, and thus to learn in yet another way. It builds relationships as well.



Maximize **Audience Participation**. Create a sense of safe exploration through celebrating contributions. Enable each person to have airtime, even if it's in small groups. Allow them to help shape the personality of the class through input, stories and examples.



Retention Tools: Application guides (e.g. "Notes to Self" worksheet) for writing ideas for real life situation(s) during the training. Practice Projects for applying ideas and getting feedback. Reminders from trainers, bosses, peers, etc. Share best practices at future meetings. Do less ... and do it better – over-packing a training causes less to be retained and understood.



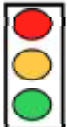
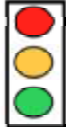
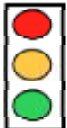
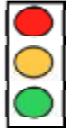
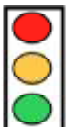
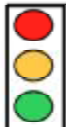
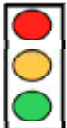

Clear **Starting Movement** is vital. You want is wins and you want to make them public. Focus on where people are implementing the training and celebrate these wins as they occur. Positive reinforcement at the start is critical.

Visit our website for free samples of:

1. "Notes to self" worksheet
2. Practice projects
3. Post-training reminder
4. Our list of trainings and descriptions

Training Assessment



| | |
|--|---|
| <p>Desired Destination (D.D.)</p> <ol style="list-style-type: none"> 1. Stated in one simple phrase 2. Inspiring enough for major change 3. Creates compelling mental image 4. Appeals to all stakeholders: owners, organization, employees, and customers 5. Usually measurable  | <p>DNA</p> <ol style="list-style-type: none"> 1. Core purpose is clear 2. Clear, "living", core values 3. Collectively you know the best of who you are 4. Mission is clear 5. Leaders are aligned with your DNA  |
| <p>Vision</p> <ol style="list-style-type: none"> 1. The vision is inspiring to all stakeholder groups 2. It is aligned with the best of your DNA 3. Over 80% of employees know what the Desired Destination is  | <p>Strengths</p> <ol style="list-style-type: none"> 1. You have the needed skills, attitudes and resources 2. People volunteer in places they are most helpful 3. Managers focus on strengths  |
| <p>Strategic Plan</p> <ol style="list-style-type: none"> 1. 360° input goes into creating the plan 2. You have a big-picture strategic road map that fits on one slide 3. Everyone knows how to contribute 4. New plan developed within the past three years  | <p>Systems</p> <ol style="list-style-type: none"> 1. Infrastructure supports your movement toward the Desired Destination. E.g. IT, performance management, etc. 2. Rewards and corrections are motivating people toward the Desired Destination 3. Decision-making processes align with D.D.  |
| <p>Development</p> <ol style="list-style-type: none"> 1. Enhance the necessary skills and attitudes 2. Significant investment of time and money for developing people and culture 3. Hire people with the right skills and attitudes  | <p>Momentum</p> <ol style="list-style-type: none"> 1. Clear and compelling updates on progress being made 2. High involvement in creating and implementing plans 3. You celebrate successes publicly and often  |

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We'd love for you to stay in touch with us.

Free resources at matchboxgroup.com and bobfaw.wordpress.com.

We'd be happy to chat with you, no expectations or strings attached!

We facilitate and speak on the following topics.

Guiding Change

Strategic Planning That Energizes Culture

Culture Eats Strategy for Breakfast

Re-energize Your Culture

Guiding Positive Change

Change Readiness

Team Development

Training

Training that Drives Business Results
(Leadership University)

Coaching that Inspires Results

Creating Passion for Change

Improvisational Leadership

Language of Influence

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