

Six Powerful Strategies to Create High-Impact Training

Outcomes that generate clear alignment during the design process.

- **Business Outcomes:** What needs to be achieved at the business level?
- **Performance Outcomes:** What do learners need *to be able to do* in order to achieve those outcomes?
- **Knowledge Outcomes:** What do learners need to know in order to engage in those behaviors?
- **Emotional Outcomes:** What do learners need to feel in order to achieve those outcomes?

Concepts that inspire content that is relatable and memorable.

- How can I bring the content to life in a way that will make it relatable, easy to learn, and memorable?
- What theme, metaphor, conceptual model, mnemonic device, or visual device will promote learning?

Tension that is productive and varied.

- How can I ensure that I vary AND optimize the levels of productive tension that learners feel?
- How can I keep the learners from disengaging or experiencing disinterest or (i.e., apathy)?

Activities that engage, inform, and build skills.

- What activities will help learners acquire and retain the new information?
- What activities will help learners acquire and retain the new skills?
- What activities will help learners transfer their new knowledge and skills to the workplace?
- What activities will help learners achieve the desired outcomes?

Natural Learning (Training) Cycle that leverages how people learn.

- **Preparation:** Why should the learners care? What's in it for them?
- **Information:** What do they need to know?
- **Performance:** What skills/behaviors do they need to practice in order to achieve the desired outcomes?
- **Application:** How can the learners use their new knowledge/skills in the workplace?

Environments that foster learning and on-the-job sustainability.

- What can be done to help managers prepare employees BEFORE training?
- What can be done DURING training to make the experience enjoyable and effective?
- What can be done to help managers and learners sustain the learning AFTER the training?

Are you tired of employees attending training and NOT applying their new knowledge and skills in the workplace? Call me for a consultation.



Custom Training Design

High-impact training designed just for you!

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