



Business Training – Tip #1

How to Get Training to Stick

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One of the biggest problems with training is getting what participants learn in the training room to show up in your workplace. Desirable but not easy. One way to help make this happen is to plan and deliver training with “stickiness” in mind. *Here are 7 QUE-tips to help you:*

1. **Use “Training Contracts” prior to training.** This way you are sure why participants are sitting in front of you and what they are committed to learning.
2. **Build free “911” hours into the proposal.** This allows participants to contact you if after the training, they realise they didn't "get" something. They are less stressed than in the classroom and learn more. Be sure to limit the available hours!
3. **Play “stump the trainer” during training.** When participants learn that they will have to quiz the trainer at some point, they try to learn and remember as much as they can.
4. **Use “small group” training.** Ask small groups to teach aspects of the training to the rest of the class, for about 10 mins. If they are from the same business, arrange for them to do this for colleagues who did not attend the training.
5. **Teach in small chunks at a time.** Then facilitate discussion, self-reflection and self-tests. This is great for training stickiness.
6. **Agree with employers that you will train to industry standards** and share the benefits of this with the participants. It means that with industry-level training, the skills can be transferred from workplace to workplace. Participants become very motivated to learn and retain as much as they can, when they discover this.
7. **Make a pack with participants at the outset** that what they learn in your classroom must show up in their workplace. I usually create some sort of ritual around this as well.

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