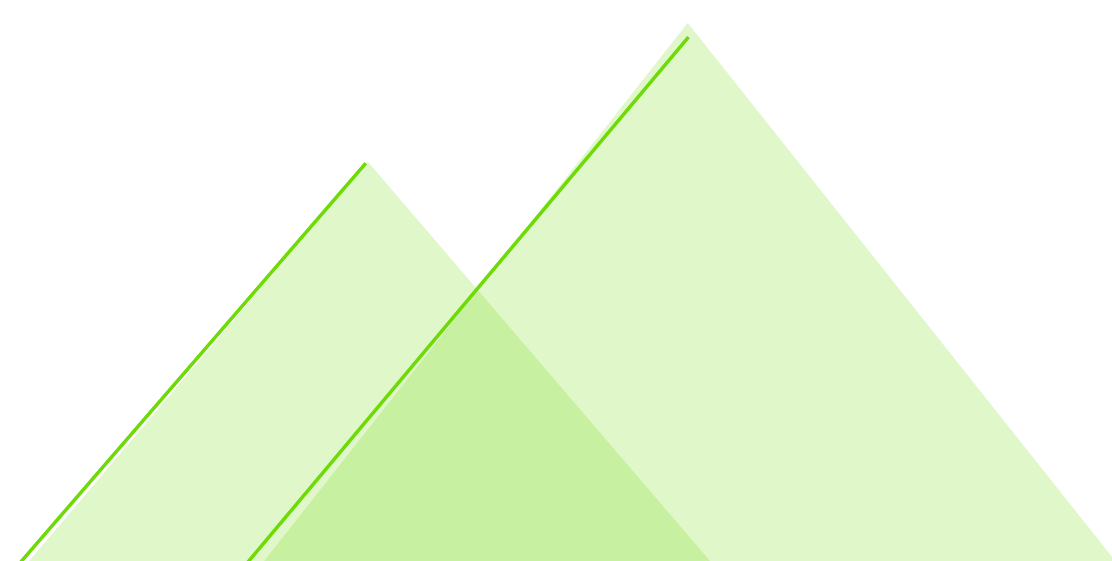# LEARNING CULTURE
GUIDE

HOW TO CREATE AN EFFECTIVE TRAINING STRATEGY TO IMPROVE TEAM ENGAGEMENT AND COMPANY PROFITABILITY.

Bravon

INTRODUCTION

"Training presents a prime opportunity to expand the knowledge base of all employees, but many employers in the current business environment find development opportunities expensive. Employees attending training sessions also miss out on work time which may delay the completion of projects. However, despite these potential drawbacks, training and development provide both the individual and organizations as a whole with benefits that make the cost and time a worthwhile investment. The return on investment from training and development of employees is really a no brainer."

01 CORPORATE TRAINING IN NUMBERS

STATISTICS:

87%
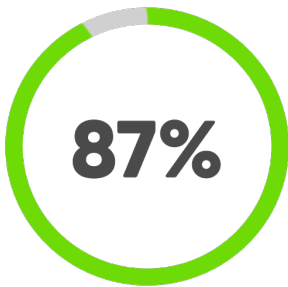
87% of millennials stated that professional development and career growth are very important.

74%
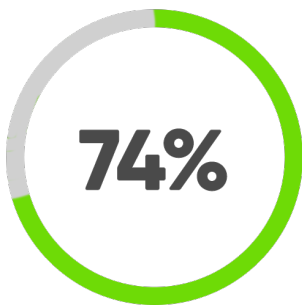
74% of a study paricipants assert that lack of training is the biggest urdle in achieving their full potential at work.

76%

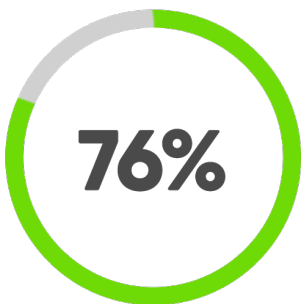76% of employees are looking for carreer growth oportunnities.

02 BENEFITS OF CORPORATE TRAINING

WHAT ARE THE BENEFITS?

➡ IMPROVED EMPLOYEE PERFORMANCE

An employee who receives the necessary training is more capable of performing a good job. The training will give the employee a greater understanding of their responsibilities within their role, and in turn, build their confidence. This confidence will enhance their overall performance and this can only benefit the company. Employees who are competent and on top of changing industry standards help your company hold a position as a leader and strong competitor within the industry.

➡ IMPROVED EMPLOYEE SATISFACTION

The investment in training that a company makes, shows employees that they are valued. The training creates a supportive workplace. Employees may gain access to training they wouldn't have otherwise known about or sought out themselves. Employees who feel appreciated and challenged through training opportunities may feel more satisfaction towards

➡ ADDRESSING WEAKNESSES

Most employees will have some weakness in their workplace skills. A training program allows you to strengthen those skills that each employee needs to improve. A development program brings all employees to a higher level so they all have similar skills and knowledge. This helps reduce any weak links within the company who rely heavily on others to complete basic work tasks. Providing the necessary training creates an overall knowledgeable staff with employees who can take over for one another as needed, work on teams or work independently without constant help and supervision from others.

➡ CONSISTENCY

A robust training and development program ensures that employees have a consistent experience and background knowledge. The consistency is particularly relevant for the company's basic policies and procedures. All employees need to be aware of the expectations and procedures within the company. Increased efficiencies in processes result in financial gain for the company.

INCREASED PRODUCTIVITY

Productivity usually increases when a company implements training courses. Increased efficiency in processes will ensure project success which in turn will improve the company turnover and potential market share.

IMPROVED INNOVATION

Ongoing training and upskilling of the workforce can encourage creativity. new ideas can be formed as a direct result of training and development.

REDUCED EMPLOYEE TURNOVER

Staff are more likely to feel valued if they are invested in and therefore, less likely to change employers. Training and development are seen as additional company benefit. Recruitment costs, therefore, go down due to staff retention.

ENHANCES COMPANY REPUTATION

Having a strong and successful training strategy helps to develop your employer brand and make your company a prime consideration for graduates and mid-career changes. Training also makes a company more attractive to potential new recruits who seek to improve their skills and the opportunities associated with those new skills.

Training can be of any kind relevant to the work or responsibilities of the individual and can be delivered by any appropriate method.

PERFORMANCE

- The training will give the employee a greater understanding of the responsibility within their role.

- The employee will be more confidante enhancing its overall performance.

- Employees who are competent and on top of changing industry standards help your company hold a position as a leader and strong competitor within the industry.

SATISFACTION

- By investing in its training the employee is showed that he is valued.

- The training creates a supportive workplace

- Employees who feel appreciated and challenged through training opportunities may feel more satisfaction towards their jobs

CONSISTENCY

- A training program grants consistent experience and background knowledge to the employee.

- This consistency is particularly relevant for the company's basic policies and procedures.

- Increased efficiencies in processes results in financial gain for the company.

UNTRAINED EMPLOYEES HAVE CONSEQUENCES

Business is rapidly evolving, and in this competitive environment you will need employees able to adapt to sudden changes and new ways of working. Having a proper training environment is absolutely essential to achieve this level of adaptability. A strategical training program will also affect your team's:

→ Employees who feel inadequate, underachieving, or unsupported are unhappy. Unhappy employees will cause them to under perform make mistakes and not care about their work.

→ Untrained workers have low production value. The quality of their work is lower and of less value.

→ Untrained workers are inefficient. It takes them longer to do the work.

→ When an untrained worker makes a mistake, the time and materials used are lost. The work has to be done again.

03 TIPS FOR DEVELOPING YOUR TRAINING PROGRAM

10 TIPS FOR DEVELOPING YOUR TRAINING PROGRAM

Clearly identify what is the objective of your training. Understanding what is your main objective will shape the training and determine the several steps of the process.

Determine who is participating in the training. Is it front-line employees? Managers? Senior managers? Every audience has different needs.

Brainstorm and identify which topics are best suited for your organization and team's needs.

Investigate through assessments or surveys the feedback participants need to make the most of their learning sessions.

Identity the time available of participants to spend on each level of training

Define how many learning sessions or modules are needed to achieve the desired goals.

Determine the best approach for the training (how many modules, divided by how many sessions, etc.)

Identify real-world opportunities within your organization that could be used to provide practical application within the learning session.

Determine the best plan of action to use within the training to support immediate transfer and application of new skills and knowledge.

Identify plans and processes to sustain, strengthen, and extend the learning process beyond the walls of the training sessions.

An effective training program must be engaging and built with the correct approach so that it is a success. Keeping employees trained is keeping them updated which in the market that we are is absolutely key.

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YOUR GAMIFICATION PLATFORM

UNLEASH YOUR
TEAM PERFORMANCE

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