



# DP21483: The 7 Deadly Sins of Corporate Training Programs

Donnie Gladfelter | Technical Product and Online Manager  
Jason Kunkel | AEC Manager



# About your speakers

## Donnie Gladfelter



## Jason Kunkel





# Key learning objectives

At the end of this class, you will be able to:

- Identify the internal and external factors affecting professional development
- Discover the pros and cons of how adults learn
- Explore elements of successful training programs
- Get a sample “training road map” that can cover many firms’ needs

# The 7 Deadly Sins



A large, bold, red letter 'T' is centered in the background of the image. It has a thick vertical stem and a wide horizontal crossbar.

**MIRACLE IN THE CLASSROOM**



**CLASSROOM IS FOR TRAINING**  
**WORKPLACE IS FOR WORKING**

**TEACH EVERYONE RIGHT NOW**

The background features three large, stylized letters 'ITV' in a dark red color. The 'I' is a simple vertical bar. The 'T' has a thick vertical stem and a horizontal top bar. The 'V' is formed by two thick diagonal strokes meeting at a point. The letters are positioned behind the central text.

**EVERYONE IS TRAINABLE**



A large, dark red, stylized letter 'V' is centered in the background, serving as a watermark. It has a thick, blocky appearance with rounded terminals.

**THE ONLY CLASSROOM PEOPLE NEED  
IS WORK**

The background features large, stylized letters 'W' and 'L' in a dark red color. The 'W' is on the left and the 'L' is on the right, both with a slightly distressed or hand-drawn appearance. The text 'THE “PERFECT” CLASS' is centered over the 'W' and 'L' in a white, bold, sans-serif font.

**THE “PERFECT” CLASS**



**ESTABLISHING A FINISH LINE BUT NO  
MILEPOSTS**

# Know Your Sinners



# Know Your Sinners

V



VISUAL

A



AUDITORY

R



READ/WRITE

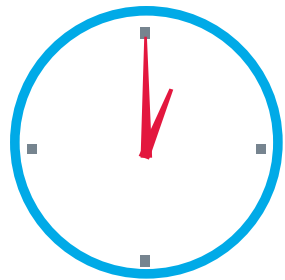
K



KINESTHETIC

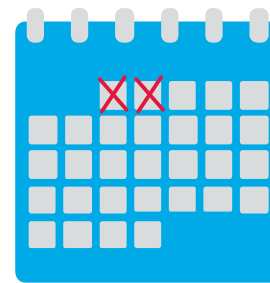
# Know Your Sinners

After 1 Hour



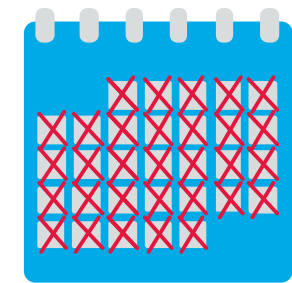
*We Forget 50%*

After 2 Days



*We Forget 80%*

After 31 Days



*We Forget 90%*

Source: Memory: Contribution to Experimental Psychology by Herman Ebbinghaus. 1885/1913.





# Know Your Sinners

## *Classroom and Live Instructor Led Learning*

### Benefits

- Dynamic Delivery
- Immediate Help
- Desk Separation
- Networking with Peers

### Disadvantages

- Time Consuming
- Logistically Challenging

# Know Your Sinners

## *Online and On-Demand Training*

### Benefits

- Timely
- Topical
- Comprehensive
- Flipped Classroom

### Disadvantages

- Difficult to anticipate needs
- Inherent understanding of learning paths.

# 7 Virtues of Successful Training Programs



# 7 Virtues

- Education Mission Statement



I II III IV V VI VII

# 7 Virtues

- Learning Paths



**I**   **II**   **III**   **IV**   **V**   **VI**   **VII**

# 7 Virtues

- Know Your Kingdom
  - What do people need to know?



I II III IV V VI VII



# 7 Virtues

- Know Your Kingdom
  - What do people need to know?
  - Who knows what?



I II III IV V VI VII

# 7 Virtues

- Know Your Kingdom
  - What do people need to know?
  - Who knows what?
  - What training is already happening?



I II III IV V VI VII

# 7 Virtues

- Good Communication
  - With Management
  - Availability



I II III IV V VI VII

# 7 Virtues

- Blended Curriculum

**I**   **II**   **III**   **IV**   **V**   **VI**   **VII**



# 7 Virtues

- Measure Progress

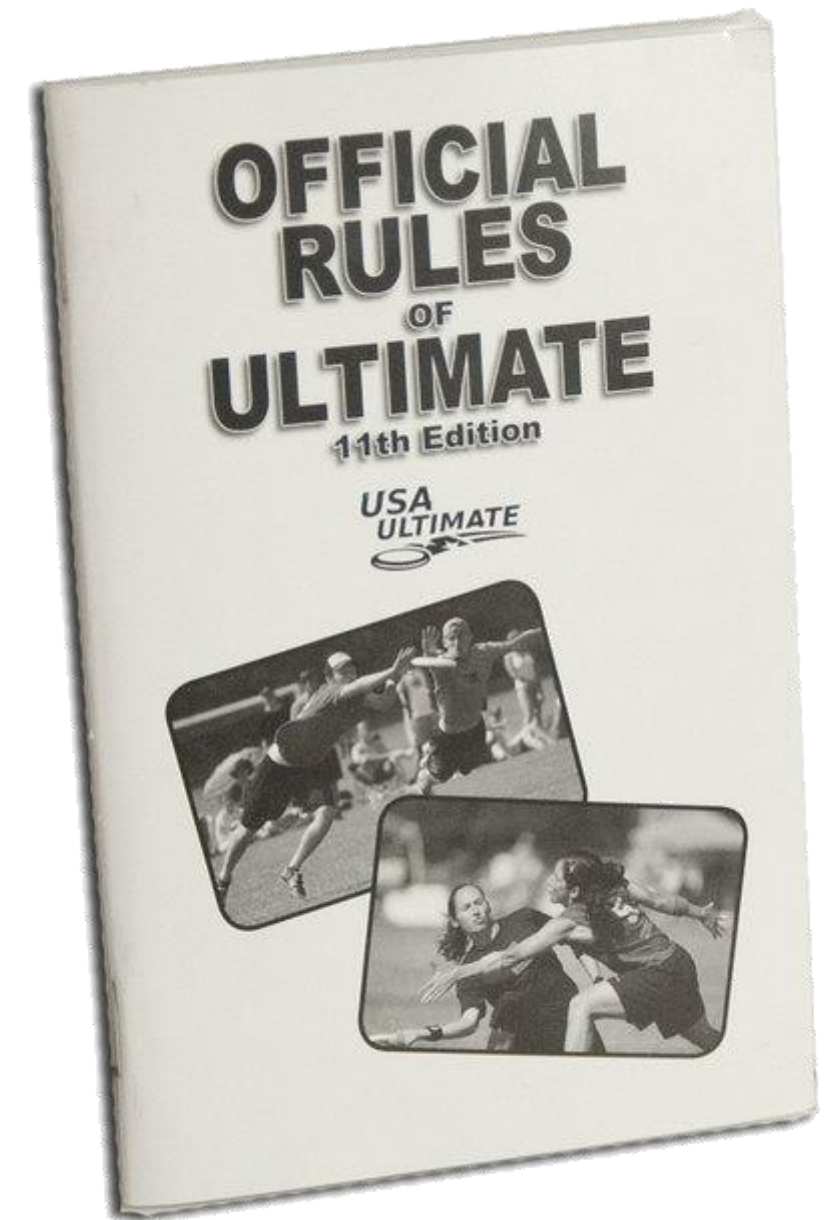


**I**   **II**   **III**   **IV**   **V**   **VI**   **VII**

# 7 Virtues

- Policies and Standards

**I** **II** **III** **IV** **V** **VI** **VII**





# 7 Steps to Training Righteousness

# 7 Steps

## Find your Training Evangelist

**I** II III IV V VI VII



# 7 Steps

## Discover and Communicate

- Perform the Discovery
- Summarize the Results
- Identify your Ask
- Present to Management



I II III IV V VI VII

# 7 Steps

## Establish a Mission Statement



I II **III** IV V VI VII



# 7 Steps

## Identify Program Elements

- Select your Deans



I II III **IV** V VI VII



# 7 Steps

## Identify Program Elements

- Select your Deans
- Evaluate Helpdesk Trends

Periodic Table of the Elements

Atomic Number	Symbol	Name	Atomic Mass
1	H	Hydrogen	1.008
2	He	Helium	4.003
3	Li	Lithium	6.941
4	Be	Beryllium	9.012
5	B	Boron	10.811
6	C	Carbon	12.011
7	N	Nitrogen	14.007
8	O	Oxygen	15.999
9	F	Fluorine	18.998
10	Ne	Neon	20.180
11	Na	Sodium	22.990
12	Mg	Magnesium	24.305
13	Al	Aluminum	26.982
14	Si	Silicon	28.086
15	P	Phosphorus	30.974
16	S	Sulfur	32.065
17	Cl	Chlorine	35.453
18	Ar	Argon	39.948
19	K	Potassium	39.098
20	Ca	Calcium	40.078
21	Sc	Scandium	44.956
22	Ti	Titanium	47.867
23	V	Vanadium	50.942
24	Cr	Chromium	51.996
25	Mn	Manganese	54.938
26	Fe	Iron	55.845
27	Co	Cobalt	58.933
28	Ni	Nickel	58.693
29	Cu	Copper	63.546
30	Zn	Zinc	65.38
31	Ga	Gallium	69.723
32	Ge	Germanium	72.631
33	As	Arsenic	74.922
34	Se	Selenium	78.971
35	Br	Bromine	79.904
36	Kr	Krypton	84.798
37	Rb	Rubidium	84.458
38	Sr	Strontium	87.62
39	Y	Yttrium	88.906
40	Zr	Zirconium	91.224
41	Nb	Niobium	92.906
42	Mo	Molybdenum	95.95
43	Tc	Technetium	98.907
44	Ru	Ruthenium	101.07
45	Rh	Rhodium	102.906
46	Pd	Palladium	106.42
47	Ag	Silver	107.868
48	Cd	Cadmium	112.411
49	In	Indium	114.818
50	Sn	Tin	118.711
51	Sb	Antimony	121.760
52	Te	Tellurium	127.6
53	I	Iodine	126.904
54	Xe	Xenon	131.294
55	Cs	Cesium	132.905
56	Ba	Barium	137.328
57-71		Lanthanide Series	
72	Hf	Hafnium	178.49
73	Ta	Tantalum	180.948
74	W	Tungsten	183.84
75	Re	Rhenium	186.207
76	Os	Osmium	190.23
77	Ir	Iridium	192.217
78	Pt	Platinum	195.085
79	Au	Gold	196.967
80	Hg	Mercury	200.592
81	Tl	Thallium	204.383
82	Pb	Lead	207.2
83	Bi	Bismuth	208.980
84	Po	Polonium	[209]
85	At	Astatine	[210]
86	Rn	Radon	[222]
87	Fr	Francium	[223]
88	Ra	Radium	[226]
89-103		Actinide Series	
104	Rf	Rutherfordium	[261]
105	Db	Dubnium	[262]
106	Sg	Seaborgium	[266]
107	Bh	Berkelium	[264]
108	Hs	Hassium	[277]
109	Mt	Mendelevium	[268]
110	Ds	Darmstadtium	[271]
111	Rg	Roentgenium	[272]
112	Cn	Copernicium	[285]
113	Uut	Ununtrium	[284]
114	Fl	Flerovium	[289]
115	Uup	Ununpentium	[288]
116	Lv	Livermorium	[293]
117	Uus	Ununseptium	[294]
118	Uuo	Ununoctium	[294]

Legend:

- Alkali Metal
- Alkaline Earth
- Transition Metal
- Basic Metal
- Semimetal
- Nonmetal
- Halogen
- Noble Gas
- Lanthanide
- Actinide

I II III IV V VI VII



# 7 Steps

## Identify Program Elements

- Select your Deans
- Evaluate Helpdesk Trends
- Identify your Classes

Periodic Table of the Elements

The periodic table is color-coded by groups: Alkali Metal (pink), Alkaline Earth (orange), Transition Metal (yellow), Basic Metal (green), Semimetal (light blue), Nonmetal (blue), Halogen (purple), Noble Gas (light purple), Lanthanide (light orange), and Actinide (dark orange).

Legend:

- Alkali Metal
- Alkaline Earth
- Transition Metal
- Basic Metal
- Semimetal
- Nonmetal
- Halogen
- Noble Gas
- Lanthanide
- Actinide

I II III IV V VI VII

# 7 Steps

## Build your Program



I II III IV **V** VI VII



# 7 Steps

## Start Training



I II III IV V **VI** VII

# 7 Steps

Evaluate, Adjust, Repeat

I II III IV V VI VII



# Wrap up / Next steps



# Wrap up / Next steps

- Confess your Sins
- Know your Sinners
- Become a virtuous training team
- Find your place on your path of redemption

# Wrap up / Next steps

## Contact us



[donnie.gladfelter@caddmicrosystems.com](mailto:donnie.gladfelter@caddmicrosystems.com)



[www.linkedin.com/in/dgladfelter](http://www.linkedin.com/in/dgladfelter)



<https://twitter.com/thecadgeek>



<https://thecadgeek/about/>



[jason.kunkel@caddmicrosystems.com](mailto:jason.kunkel@caddmicrosystems.com)



[www.linkedin.com/in/kunkeljason](http://www.linkedin.com/in/kunkeljason)



<https://twitter.com/rvit>



<https://rvit.wordpress.com/about/>

