DP21483:
The 7 Deadly Sins of Corporate Training Programs

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About your speakers

Donnie Gladfelter

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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

MIRACLE IN THE CLASSROOM

CLASSROOM IS FOR TRAINING
WORKPLACE IS FOR WORKING

TEACH EVERYONE RIGHT NOW

IV

EVERYONE IS TRAINABLE

THE ONLY CLASSROOM PEOPLE NEED IS WORK

VI

THE “PERFECT” CLASS

VII

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

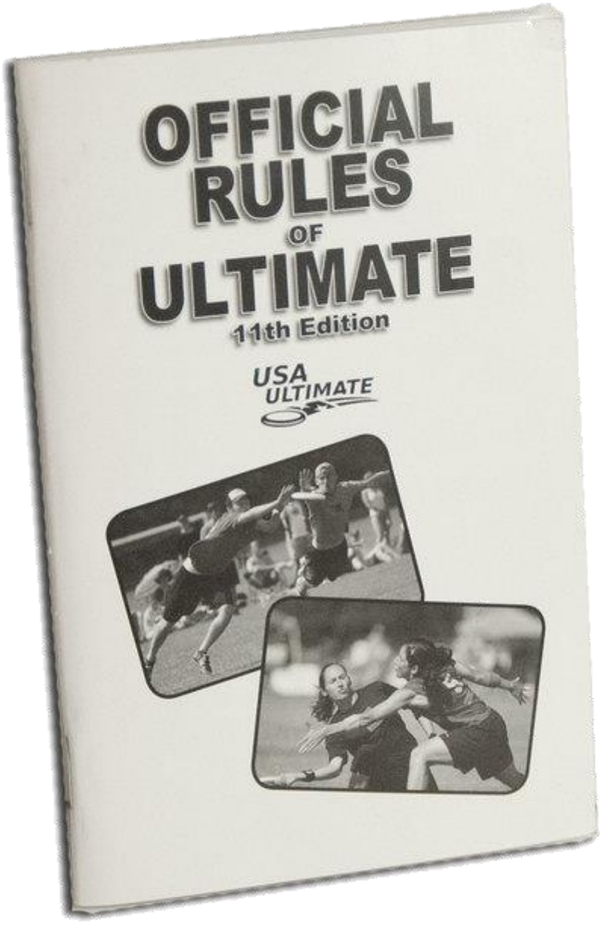
7 Virtues

- 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

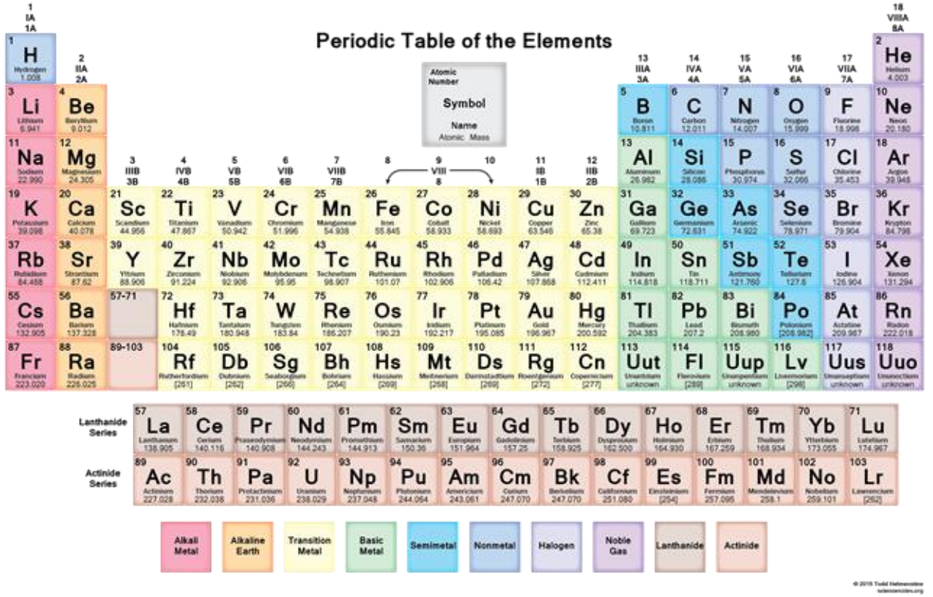
- Select your Deans

I II III **IV** V VI VII

7 Steps

Identify Program Elements

- Select your Deans
- Evaluate Helpdesk Trends

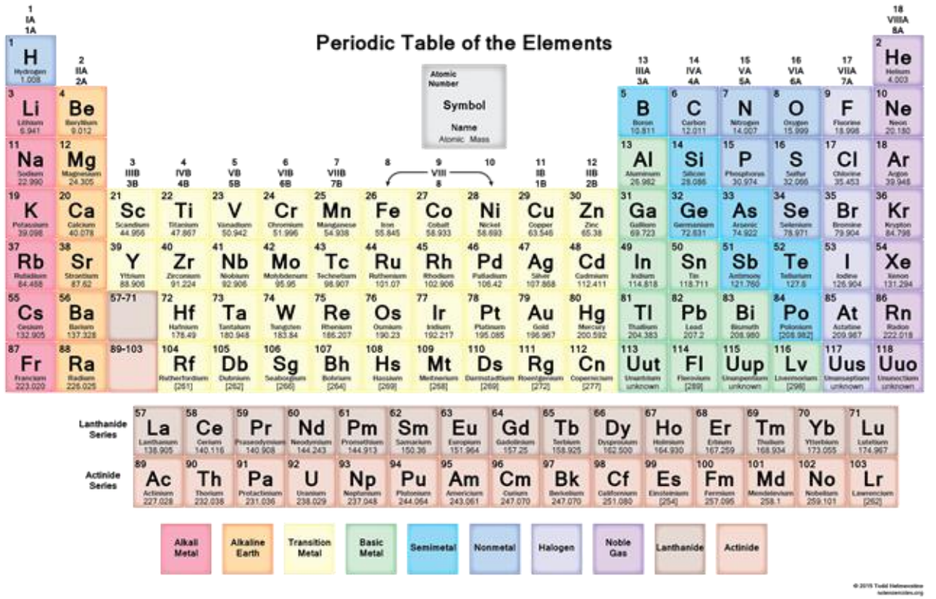


I II III **IV** V VI VII

7 Steps

Identify Program Elements

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



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

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