



How to Get the Most from Your Training

The cost of training includes a sizeable investment in time and financial resources. Therefore it is important to maximize the effect of your training programs.

BEHAVIORAL CHANGE

A well structured session should create behavioral change that links to your organization's objectives.. When an individual learns a behavior during a training session and later puts it into practice on the job, this is referred to as successful "**Transfer of Training**".

One study indicated 9 factors contribute varying degrees of influence in the transfer of training. Three individual performers play a role in the transfer of training – the trainer, the participant and the manager. Their impact takes place at three different times – before, during and after the session. Thus nine total factors of the performers and timing create success. **Can you guess which are the most influential? (Hint: The results are not what you may have expected.)**

	Before	During	After
Manager	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Trainer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Participant	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Source: Broad & Newstrom 1992

For the results, please feel free to call our office today!