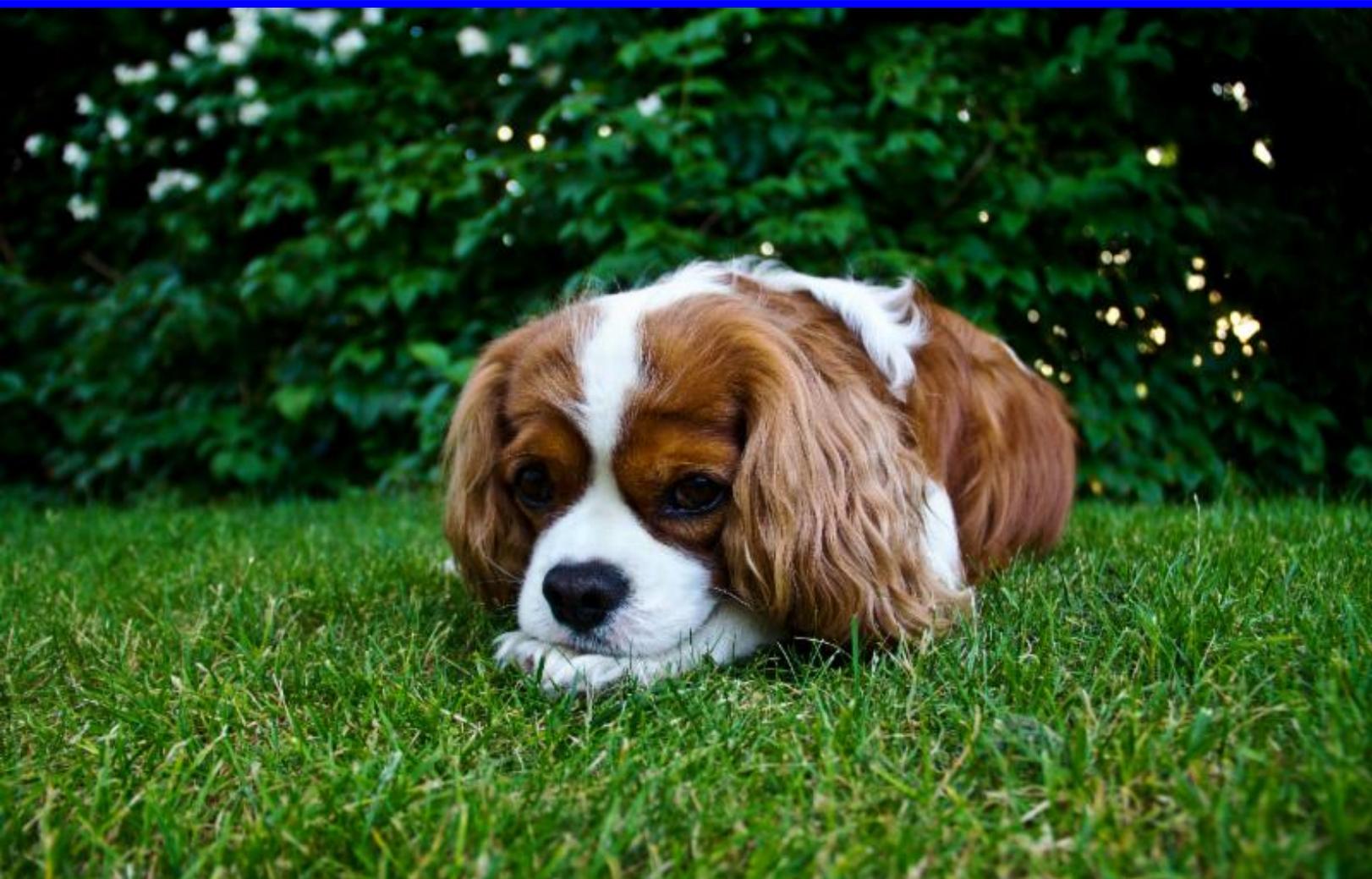


The Training Clinic

40 years

Training Clinic Moments



May 2017

Greetings!

You've assessed, designed, planned and implemented training. Now if you're passively waiting for performance results, you might as well be watching grass grow! We're here to help you jump in and ensure the performance results needed are achieved. So get away from the window and get out there and make it happen!

2017 Train the Trainer Public Workshops & Certifications

Keep it fresh by getting some just in time training with our much loved public workshops!

Click on any title below to go to our website and type in the name of the workshop in the search bar for more information and registration.

HOW TO DESIGN EFFECTIVE TRAINING PROGRAMS

Believe it or not, your slide deck is NOT your training design! Learn strategies and techniques to design your program to enhance learning retention and transfer of skills and knowledge back to the job.

Southern CA Sept. 25-26
Metro DC Sept. 20-21



FACILITATE TRAINING WITH IMPACT!

Whether you're a subject matter expert or a full time instructor, this highly interactive workshop will give you the tools you need to step away from your PowerPoint and connect with your audience!

Metro DC Sept. 18-19
DFW Oct. 2-3
Southern CA Oct. 26-27



CERTIFIED PERFORMANCE CONSULTANT (CPC)

Feel like you're training for training's sake but don't want to appear unsupportive? Learn how to uncover the true performance needs of your organization and partner with management to achieve results.

ILT

Metro DC Nov. 1-3
DFW Oct. 4-6

Bloom & Grow Your Managers



Managers are key to ensuring that employee learning is successfully transferred back on the job. No matter how fabulous your training design or how amazing your training delivery, little is changing unless your managers are plugged in to their people.

Two critical timeframes for them to act are before and after their employees have gone to training. Here are just a few things they should be doing at each of these critical points:

Before

- * Set standards of performance
- * Define/assess training needs with trainer
- * Become familiar with content
- * Communicate need for training to the employee
- * Clarify with employee expectations following training
- * Anticipate resistance to change

After

- * Meet with employee to discuss use of new knowledge, skills and attitudes
- * Provide follow-up coaching and positive reinforcement
- * Remove work environment obstacles to application of learning
- * Include new KSAs in performance appraisal
- * Participate with trainers to evaluate results of training

Your role in all of this? Coach your managers to do all of the above. Remember, we are the catalyst to performance in the organization. Step up and spark everyone's potential!

Grow Your Brand



"Marketing is enthusiasm transferred to the customer." What have you done to grow your L & D brand so that your customers are enthusiastic about it? It's important to remember that our clients are our social media! The more they chatter and create the buzz in your organization about all things learning related, the more your brand grows.

For more how to's on growing your brand, click [HERE](#) to listen this SkyTap's podcast with Noel Wurst on marketing training featuring our own **Maria Chilcote**.



#tips4trainers from our recent tweets...

1. Trainer's Rule of Thumb: ONE visual per 3-5 min of classroom time.

VILT

Nov. 7, 8, 13, 15



CERTIFIED INSTRUCTIONAL SYSTEMS DESIGNER (CISD)

Need to hit the ground running with your instructional design skills? Then this certification program is for you! This four day, VILT interactive program is for the subject matter expert or instructor who develops training.

VILT

Sept. 9.6.12.14



CERTIFIED TRAINING MANAGER (CTM)

Have more days than not when you're ready to pull out your hair? Maybe it's HOW you're managing your training function. Especially if you're a one person department! Learn practical ways, sound techniques, and proven ideas to manage your organization's training and yield tangible, bottom-line results in this highly interactive VILT program!

April 11,13,17,19, 2018



CERTIFIED TRAINING COORDINATOR (CTC)

This role has changed from administrator, record keeper and scheduler to someone who is interviewing vendors, training SMEs and, yes, even conducting and designing training! Be prepared to handle this highly demanding role and do it with a performance consulting base. Join us in this highly interactive VILT program.

October 3, 5, 9, & 11



2. Post a "parking lot" chart in VILT or ILT classrooms for items off topic and then follow up after your session.
3. A Needs vs. Wants Analysis is a great way for designers to involve all the stakeholders!

For more tips, follow us @ttrainingclinic, @mlchilcote and @melissasmithTTC



Thank you...

for your blooming and growing with us for 40 years! Please remember to keep in touch with us - we're all in this journey together!

Team M & M:

Melissa Smith & Maria Chilcote

Managing Partners & Owners of The Training Clinic

Still not sure? Then take a look at what our happy learners are saying about our public workshops:

Thank you for a fabulous workshop. I feel really excited to implement all of your teachings in my classes and beyond!!!



Thank you! The program far exceeded my expectations, so KUDOS to all of you too! I do plan on attending future events as well.



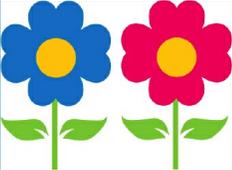
The whole experience was very motivating and confidence-boosting. I'm very excited to apply my new skills!



The class was fantastic and I look forward to decompressing the information last week and applying the tools into our programs. Thank you for all you are doing to make a difference and sharing your expertise. You are truly making "Training Matter!"



Sign up & grow with us today!



The Training Clinic
www.thetrainingclinic.com
800-937-4698