



Stay On The Right!

No, this is not a political statement, it's a *SURVIVAL* statement!

Over the 40+ years we've been in business, we have seen lots of trends come and go in our industry.

Some are useful, some are odd and some are fleeting!

The emerging trend we fear the most is that of downsizing or even eliminating the training function!

How do we reverse a trend like that? "Stay on the Right," of course. On the right of the Life Cycle of a Training Department.

Here's a great graphic to help you understand the Life Cycle of a Training Department:

LIFE CYCLE OF A TRAINING DEPARTMENT



Let's take a quick walk through this cycle so you can better understand why it's so important to stay on the right.

At the top you'll see **ASSESSMENT**. That's usually where we start when someone approaches us with a performance problem.

We then determine the best **SOLUTIONS** and secure **RESOURCES** to address the problem.

From there we start to **BUILD EXPERTISE** and **DEMONSTRATE SUCCESS** throughout the organization.

If we don't "stay on the right", you'll see that the next step is **WITHDRAW SUPPORT**.

If this trend continues, our next step is **SURVIVAL** and eventually, if we don't correct things, the L&D function is eliminated!

The key to surviving and thriving in the organization is to continually be assessing the needs, looking for trends and addressing performance problems.

For more information on the **Life Cycle of a Training Department** and the tools to help you 'stay on the right,' please join us this fall for the following programs that we have crafted especially for you:

Certified Performance Consultant (CPC)

Four, 3-hour VILT Sessions
October 16, 18, 22, 24, 2019

Certified Instructional Systems Designer (CISD)

Four, 4-hour VILT Sessions
November 6, 8, 12, 14, 2019

So join us and keep to the right or else there may be nothing left!

Cheers,

Team M&M
Maria Chilcote & Melissa Smith
Managing Partners



The Training
Clinic

We're all on this journey together!

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