



Need Another Glue Stick?

If you're in charge of coordinating or managing the training function then you're the glue that holds the whole shebang together. Seriously!

The fabric of this function has changed drastically in the last several years, piling on more and more responsibilities so much so that most days you feel like you need another stick for your glue gun.

One of the keys to success is ensuring that *what* you're working on is truly a training *need* and not just a want. In other words, everything isn't a training issue.

To successfully determine if the person standing in front of you (usually with their pants on fire) really needs training, consider using performance analysis.

There are many versions of performance analysis. The one we like to start with is the simplest and what we fondly refer to as the "Oh, so..." method of performance analysis.

The "Oh, so" method is actually a conversation and could sound like this:

Manager: *My team needs time and project management training NOW!*

You: *Oh, so your team needs help in achieving the goals established for the year?*

Manager: *Uh, yeah, well, I wrote them down at the beginning of the year but they aren't getting done!*

You: *So, when you shared them with the team, what level of buy-in did you get about what they could achieve?*

Manager: *I showed them to them if that's what you mean.*

As you can see, this is likely not a training issue for the team, but probably a *coaching* issue for the manager.

This “Oh, so” method often stops non-training issues from masquerading as training issues, thus saving you time, money and resources.

If you *do* suspect a training issue is part of the problem, performance analysis has some additional, more complex tools for discerning training from non-training issues.

For more information on performance analysis tools, please click below on the resources we have specially crafted for you!

Certified Performance Consultant (CPC)

Four, 3-Hour Virtual Sessions
April 24, 26, 30, May 2

Certified Training Manager (CTM)

Four, 3-Hour Virtual Sessions
April 2, 4, 10, 12

Certified Training Coordinator (CTC)

Four, 3-Hour Virtual Sessions
October 16, 18, 22,24

Certified Instructional Systems Designer(CISD)

Four, 4-Hour Virtual Sessions
November 6, 8, 12, 14

Need to Work Miracles?

Transition to a Performance Consulting Approach to Your L&D Function

60 minute Training Essentials Virtual Mini
April 16 @ Noon ET/ 9 am PT

Plan Training for Results!

One Day Workshop in So CA and DC Metro
Spring and Fall 2019

So, join us at one (or more) of these sessions and put down your glue gun!

**Cheers,
Team M&M
Maria Chilcote & Melissa Smith
Managing Partners**



The Training Clinic

We're all on this journey together!

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