

Training Clinic Moments



January 2016

Greetings!

Welcome to 2016!

Weren't you just fully energized and ready to hit the New Year full throttle? Seriously... If you're like most of us you were soooo worn out at the end of the holiday season that most of the first two weeks of this month have been spent at the coffee station pressing the "full strength" brew button!

Well, here we are mid January and no more excuses: time to put some PEP in your L&D Step! This month we'll focus on some strategies and tools to help you do just that. In addition we have a great announcement to share with you in response to your requests!

2015 Train the Trainer Public Workshops & Certifications

With our signature brand of train the trainer workshops, you'll walk away with tools and techniques you can apply right away, awesome resources and new network contacts!

Click on the title below for more information and registration.

HOW TO DESIGN EFFECTIVE



Seek Out Friends With Benefits

Now that we've got your attention, this is not what you think!

"Friends with benefits" in business are the beneficial *networking relationships* you have made. Those folks that you go to whenever you need

something - resource for a project, recommendation for an external consultant or a lead on a job!

Networking should be at the top of your list for this year's activities. Year after year when we ask folks about the networking activities they are involved in, most most of them only engage in networking *within* their organizations. Not that you don't have some awesome people inside your organization, but please go OUT and network to enhance your resources.

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, April 11 & 12
VILT, April 26 & 28



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!

Atlanta, April 11 & 12
Dallas Fort Worth, May 2 & 3
DC Metro, May 16 & 17
Southern CA, April 25-26



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.

Dallas Fort Worth, May 4-6
VILT, May 18, 20, 24, 26



CERTIFIED TRAINING MANAGER (CTM) VILT

Starts **JUNE 14**

With the right practices, any training program can accelerate performance while delivering economic benefits; and as a focused and practical manager of a training function, you can lead the charge within your organization!



If you have the opportunity to physically go out and make these connections - do it! Local professional organizations and universities are great resources, as well as any outside hobby or interest you have. You'd be surprised at the L&D folks you meet at dog clubs, art classes, etc - we're everywhere!

If you're stuck in your office - don't despair! A great networking opportunity awaits you at organizations like Training Magazine Network! If you're not a member, click [HERE](#) and then join Training Magazine Network and our Training Clinic Group for free networking opportunities!

Create Some PEP of Your Own



A great way to steer the year in the right direction is to create a PEP or **Performance Enhancement Plan**. A PEP is a plan created to address a performance need for a group of employees (for example, first-line supervisors) or for a period of time, such as the coming year. A training proposal, which is written to present a specific solution to a limited problem, *could* be part of a PEP but not necessarily. A PEP is the result of your work as a performance consultant. It helps you document why **training** isn't always the answer!

There are a number of components to the PEP. To access the recording of our FREE webinar on how to develop your PEP, become a member of TrainingMagNetwork (remember, it's free) and then click [HERE](#).

Announcing: Evidence Based Certification!



We are *delighted* to announce our offering of **Evidence Based Certification** as part of our ongoing development and acknowledgment of experienced Learning and Development professionals worldwide.

We've received so many requests for a way for L&D professionals to validate their experience and results without taking an added certification course - and here it is!

What Is an Evidenced Based Certification?

Evidence based certification is a new way to become certified. It provides you with the opportunity to demonstrate your proficiency in performance standards to real-world workplace situations.

What's In It For You?

An Evidence Based Certification:

- Validates the multiple ways you have learned and developed proficiency.
- Recognizes your expertise in achieving business results.
- Demonstrates your value to your business partners.
- Attests to your knowledge as a professional.
- Distinguishes you from your competitors.

Click [HERE](#) for more information and get started earning recognition for your experience!



CERTIFIED TRAINING COORDINATOR (CTC), VILT
Starts APRIL 5

Take a consulting approach to coordinate and administer training more efficiently and effectively! we'll show you how to develop a training plan, be active - not reactive and maintain management support for training.



FACILITATION SKILLS FOR E-TRAINERS, VILT
Starts MAY 3

No, it's not a webinar - it's a workshop! E-learners WILL multi-task! Your job as an e-facilitator will be to minimize the amount 'other focus' through actively engaging your virtual learners.

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

"Our instructor was wonderful & knowledgeable and did a fabulous job of customizing the material and discussions to accomplish the objectives of our group."

~

"I expected the material to be good but it was GREAT!"

~

"A terrific two days and very beneficial. Well worth pushing work 'to the right!.' Thank you for your passion!"

~

"My boss needs to go through this!"

~

"As a new designer, I have found this class very beneficial. I'm excited to use these new skills!"

~

"Excellent, as always!"

~

Up your skills today and put more PEP in your L&D step!



Training 2016 conference & expo

Join Us at Training 2016!

We are going to be in FULL force at Training 2016 this year in Orlando! Here are the many opportunities you'll have to interact with Team M&M and The Training Clinic's founder, Jean Barbazette:

February 12-14 "Certified Training Manager: Manage the Training Function for Bottom Line Results." Pre-Conference Certificate session P03

February 15 : Two concurrent sessions:

- 8:00 am - 9:00 am, Session #108, "So No One Told You You're a Marketeer?"
- 11:00 am - Noon, Session #215, "Audit and Benchmark Your Training Function"

Please stop by and see us. We would love to meet you, hang out or catch up. See you soon!

TRAINING MANAGER'S CORNER:
We're Here For You!



We know it's tough out there. That's why we're here for you! Did you know that in addition to our amazing train the trainer programs, we also offer wonderful services to help lighten

your load.

Consulting

Have direct access to Maria and/or Melissa for your consulting needs. We will partner with you to delve into those nasty performance issues and then work with you to gain and or prep for your time with upper management. It's all about employees performing to meet the organization's goals and we're just the team to help you get it done!

Facilitation

Tough strategic meeting or process that needs an objective facilitator? We've helped many organizations effectively work through these challenges with a solid collaborative approach.

Instructional Design

We can help you re-design, edit or completely design a program that will fit your learner's needs.

Click **HERE** for more information about our professional services, please call Maria at 800-937-4698. Operators standing by!



Thank you...



for your continued support and trust in The Training Clinic. As you continue to move forward through this year's journey, remember we're only a phone call away. We would love to hear from you!

Team M & M:

Melissa Smith & Maria Chilcote

Managing Partners, Owners of The Training Clinic

The Training Clinic

www.thetrainingclinic.com

800-937-4698