



Check Engine Light On?

You know that feeling.

You're rushed to get somewhere only to turn on the car and see that the **check engine light** is on.

You have two choices:

1. Ignore it, drive off and take the risk your car will break down.
2. Search your owner's manual to see if this is something you need to take care of *now* or something that can wait.

Either way, it's "iffy" as to whether or not you will reach your destination today.

Believe it or not, this same scenario occurs when we have technical or vocational trainers train without proper skills and coaching.

When these **SME** (Subject Matter Expert) trainers just "do it" a HUGE warning light should be blinking!

They need help but they don't know it!

And, if left to their own devices (reading from SOP manuals and endless text-laden slides) your learners **will not** reach *their* destination – acquisition of new skills and knowledge to do their jobs better!

Don't get us wrong. SMEs are a tremendous asset in the training process. However, you can't just *wind them up and let them go!*

They need to be trained in *adult learning, facilitation of training* (whether classroom,

OJT, or virtual) *instructional design, feedback and coaching.*

They need the opportunity to *practice* with a seasoned instructor and receive coaching and feedback before they fly solo. If not, they will **not** be equipped with the skills and knowledge to help their learners succeed.

For more information on preparing *your technical and vocational trainers*, we have crafted the following resources especially for you! Please click on the titles below for more information and registration:

60 minute Training Essentials Virtual Mini:
Take Your Vocational Trainers from Snore to Score!
October 3rd @ 9am PT/ Noon ET

One-Day Public Workshops this Fall in Southern CA and DC Metro areas:
Facilitate Training for Results
Take Your Training from Snore to Score!
Plan Training for Results
How to Craft Amazing Learning Materials and Activities

Now go and look after that warning light!

Team M&M
Maria Chilcote & Melissa Smith
Managing Partners



The Training Clinic
thetrainingclinic.com
info@thetrainingclinic.com
800-937-4698

