



Shout It With Me: “It’s NOT a Training Issue!”

It’s 3:00 pm.

A manager just came into your office, plopped down in a chair and began frantically asking you to schedule a training session for his folks.

As he’s wildly gesticulating and explaining his rationale, you get a sinking feeling in your gut.

The manager continues to drone on....

Now you’re getting a headache.

You just wanna scream, “**IT’S NOT A TRAINING ISSUE!**” but of course that would be rude.

Or would it??? ;-)

Unfortunately, this scenario unfolds a *bajillion* times a day in every organization around the world.

The reason is simple: most managers don’t have a *clue* when it comes to managing performance. Thus, every time a performance problem arises, the solution *must be* training. In actuality, these managers are at the end of their knowledge.

Enter Performance Analysis!

Performance Analysis is a tool that helps us (and our managers) identify the root cause of a performance problem: is it a *skill* issue or a *will* issue or a bit of both?

From there we can craft the best approach to solve the performance discrepancy.

And oh, by the way, there are *plenty* of other possible solutions besides training, including:

- Policy changes
- Coaching
- Job aids
- Systems simplifications
- Etc.

The bottom line: you need to identify *why* people aren't performing and then provide the best solution.

To uncover other "it's not a training issue" scenarios, try additional assessments such as:

1. Post Training Performance Analysis
2. Target Population Analysis
3. Goal Analysis
4. Task Analysis

If you would like more information on these assessments, click below on the resources we've put together just for you!

Go Figure? A Handful of Needs Assessments

60-minute Training Essential Virtual Mini workshop

August 15th

\$60

Plan for Training Results

one-day workshop

DC metro & Southern CA areas

\$495

Now go and help that manager figure it out!

Cheers,

Team M&M

Maria Chilcote & Melissa Smith

Managing Partners



The Training
Clinic

We're all on this journey together!

The Training Clinic
<https://thetrainingclinic.com>
info@thetrainingclinic.com
800-937-4698

