



# "You Need to RETRAIN My People!"

If you had a dollar for every time you heard this phrase, you'd own Maui about now, right?

**What's with these managers and supervisors?**

**You train their people, they return back to the job and then the supervisor calls and says, "You need to re-train them!"**

**You almost want to respond with,**

***Did zombies eat their brains?***

***Or***

***Did they ALL leave and you have new folks?***

**But you don't.**

**You make room on your schedule and your re-train these learners and it's not pretty.**

**This has GOT to stop!**

We know this is frustrating, and we've got you covered!

It's all about the transfer of learning back to the workplace, and a number of factors are involved in successfully making this happen.

First, the training needs to be well designed in partnership with the supervisors of the people attending.

Second, the training needs to be delivered by a skilled facilitator who honors adult learning.

Third, managers need to be onboard with preparing their folks for training and following up with them afterward.

For more information on how to ensure learning successfully transfers back to the job, check out the following resources we have crafted especially for you!!

***Stick It! Tips from the Pros for the Transfer of Learning***

Training Essentials Virtual Minis  
May 8, 2019  
Noon ET/ 9 am PT

***Facilitate Training for Results\****

One day workshop  
DC Metro Area  
May 14, 2019

***Plan Training for Results\****

One day workshop  
DC Metro Area  
May 22, 2019

***Take Your Training from Snore to Score!***

One day workshop  
DC Metro & SoCA areas Fall 2019

***Certified Instructional Systems Designer (CISD)***

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

*\*Fall dates available in DC and SoCA locations*

So come join us and make that line-up for retraining stop right here, right now!

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



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