fierce.®

MOST LEADERSHIP TRAINING PROGRAMS FAIL.
HERE'S WHAT YOURS NEEDS TO SUCCEED.

LOOKING INTO LEADERSHIP TRAINING OPTIONS?

HERE'S WHAT YOU NEED TO KNOW.

If you're vetting an external training program or considering rolling out an internal program you've built in-house, it needs to include certain factors — or else you're likely to lose the time and money you invest.

U.S. companies spent nearly $90 billion on employee training in 2018 (Training Mag) — however, 70 percent of people admit to forgetting what they've been taught within 24 hours after attending training and workshops (Bridge).

Read on to discover if your potential training solution can create the right results.

DOES YOUR POTENTIAL PROGRAM ADDRESS YOUR MOST PRESSING PROBLEMS?

A program that's ideal for your organization will be able to provide customized solutions for your company's greatest pain points.

Based on the conversations we've had with clients over the years, here are some of the leading problems companies face today:

- ✅ Talent leaving
- ✅ Losing time and money
- ✅ Lack of transparency
- ✅ No sense of purpose
- ✅ Too much stress
- ✅ Low productivity

With an external program, a knowledgeable sales guide can help you create a custom plan that will directly address your challenges. An internal program will need a way to both identify and resolve these problems. Considering the low rate of success for internal programs, how will you assure you have the right resources for this?

A TRAINING PROGRAM SHOULD OFFER DIFFERENT DRILL BITS FOR DIFFERENT PROBLEMS.

So you've identified your problems, but does the training program you're vetting provide different "drill bits" that can specifically address each one?

Choosing the right drill bit for your objective can make all the difference in whether you meet it.

Each problem requires a unique drill bit that was created to solve a specific challenge or produce specific results. Programs that claim to solve problems with a single conversation type or single approach are not going to provide the tools you need to get specific and give the issue the conversation it requires.

TRAINING INITIATIVES FAIL MORE OFTEN THAN NOT, BUT THEY DON'T HAVE TO.

Use this list to determine the current state of your workplace. If you circle no for any of these items, it's time to get serious about finding a training solution:

Yes | **No**   Initiatives are executed.

Yes | **No**   Retention rates are high.

Yes | **No**   Investments are producing results.

Yes | **No**   Meetings are productive.

Yes | **No**   Teams are highly collaborative.

TAKE THE NEXT STEP. CALL US AT 206-787-1100.

GET TRAINED. MAKE A PLAN.