



Timely Information for Personal Success

Bidding Farewell to Death by PowerPoint

By Cordell Riley

The traditional PowerPoint approach no longer yields the results companies are looking for. Bombarding trainees and employees with slide after slide of information and expecting them to swallow and retain everything is unrealistic. While company leaders know this firehouse approach should be thrown to the curb, they're stumped as to where to begin the process of building a relevant training program that drives better results. Here are a few ideas on where to focus resources and energy:

❖ **Align training with business objectives.** A new training platform is a major company investment – so know what you want to accomplish. Before even considering investing in a new training program, business leaders must first ask, “*What are we trying to move the needle on within our organization?*” Is it sales, NPS scores, product quality, or improved people management practices? Next, focus on the appropriate audience. Ask, “*Who has the ability to directly impact whether or not business goals are met?*” Knowing your audience is critical to the success of your training program. These are the key players who will garner results.

Also, differentiate between initial and ongoing training. When building a training platform, identify the information that has an immediate need versus what can and should be learned over time.

Breaking up the training platform will allow employees to better retain information to meet business objectives.

❖ **Adopt a blended learning platform.** Today, companies need to consider the role technology can play in transforming their learning functions. In fact, roughly 38% of corporate training is enabled by some form of technology, according to ADT Research.

Many training programs are adopting a blended approach to learning by incorporating a combination of various levels of classroom, online, and mobile learning platforms. This not only allows companies to develop multiple teaching tools inexpensively, but will provide them with added flexibility in how and when to conduct training.

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Healthy Recipe: Easy Egg & Bacon Sandwich

INGREDIENTS:

- 2 strips turkey bacon
- 1-1/4 cups egg whites
- 4 slices whole-grain bread, toasted
- 1/2 cup shredded nonfat cheddar cheese
- 1-1/4 cups diced, seeded plum tomatoes
- Cracked black pepper and salt to taste
- Cooking oil spray

NUTRITIONAL VALUE:

- Calories per serving: 338
- Carbohydrates: 47 g.
- Protein: 34 g.
- Fat: 5 g.
- Saturated fat: 1 g.
- Fiber: 7 g.

DIRECTIONS:

- ➊ Microwave turkey bacon strips for 3 minutes or until crisp. Set aside.
- ➋ Whisk together the egg whites, salt and pepper. Coat a non-stick skillet with cooking spray and heat the skillet.
- ➌ Add the egg white mixture. Cook and stir about 1-1/2 minutes or until egg whites are set.
- ➍ Spoon the egg whites onto the toast. Top with cheese, turkey bacon and diced tomatoes. ■

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Questions and Answers

Overcoming TTWWADI Syndrome

Q: *I heard a co-worker refer to "TTWWADI Syndrome," and she made it sound like it was a bad thing. Can you elaborate?*

A: This acronym stands for, **That's The Way We've Always Done It.** TTWWADI thinking represents the status quo, a way to keep putting off problems or even admitting they exist in the first place. And since most of us resist change to at least a certain extent, it doesn't take long before TTWWADI thinking persists year...after year...after.... Well, you get the idea.

Certainly this type of thinking is something that most of us are guilty of succumbing to at one time or another. Does this make a TTWWADI mindset acceptable? Of course not. Will all new initiatives work? Not a chance. But that doesn't mean it isn't important to try! As a saying goes, *"nothing ventured, nothing gained."* Consider that a more positive NVNG Syndrome. ■

PowerPoint...

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When building training you should be sure to incorporate primary learning styles, commonly referred to as the VAK-Attack – visual, audio, and kinesthetic. When building training, some people learn best by seeing (V-visual), some by hearing (A-audio) and many by doing (K-Kinesthetic). A training program that implements this approach has a greater likelihood that trainees will absorb information. The kinesthetic piece has proven extremely effective. Numerous studies have proven that people of any age tend to learn best by doing.

In addition to in-person, hands-on training, learning on-the-go is quickly becoming a trend for companies. Online and mobile training allows more individualization, diversity in learning platforms, and alternative methods for retaining information.

By creating a blended training platform, companies are responding to the need for flexibility both in when and how people learn. The end result is that those responsible for carrying out the company mission will be better equipped to perform at their peak and achieve company objectives.

Summary

Traditional approaches to training are being revolutionized by flipped classrooms, e-learning programs and mobile platforms. It is time leaders get on board with blended learning approaches that will drive results and move the needle at their companies. ■

Cordell Riley is founder and president of Tortal Training, a leading provider of training solutions serving many industries.