



Take a fresh look at training

Delivering
Performance
Improvement



T: 0845 458 9461 E: info@pts-uk.net W: www.pts-uk.net

Protecting your training investment

Capital investment is bound to deteriorate without regular maintenance...



When you make a major purchase such as £50,000 on a car, you automatically have it regularly maintained, otherwise:

1. Performance declines
2. Running costs increase
3. There is a growing danger of failure and breakdown

The same is true when you spend £50,000 on a training programme. Should you **not** have it regularly maintained:

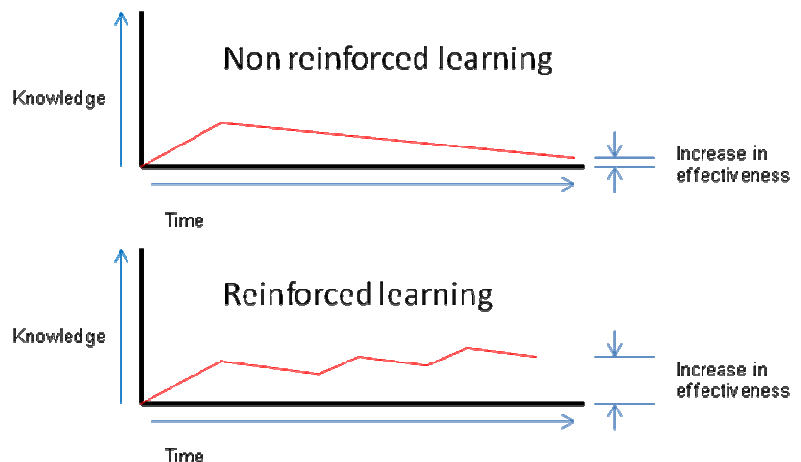
1. Performance declines
2. Running costs increase
3. There is a growing danger of failure and breakdown

Maintenance is about protecting your investment. But why is it necessary for training?

70 % of all classroom training has no effect in the work place.

There is an 80% erosion of knowledge within 4 weeks of a training programme.

Studies indicate that unless training is reinforced the increase in effectiveness obtained after the initial programme gradually decreases.



Continued



Take a fresh look at training

Delivering
Performance
Improvement

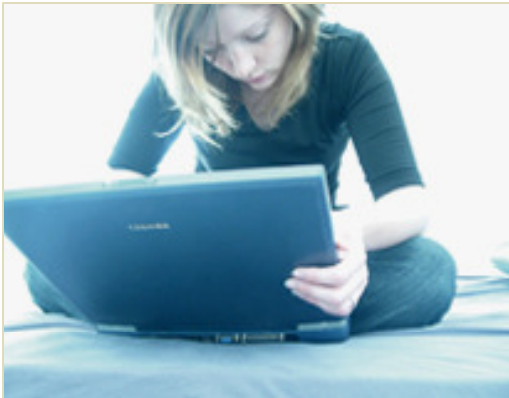


T: 0845 458 9461 E: info@pts-uk.net W: www.pts-uk.net

Protecting your training investment *Continued*

The quality and relevance of the training material, the approach of the tutor and the attitude of the delegates all play a part. However, even if all of these are positive, without some form of reinforcement, there will no doubt be a decline in knowledge, retention, application and results.

With that in mind here are some points to ponder:



1. Create revision sheets
2. Offer WebEx top-up sessions
3. Offer audio conference surgeries
4. Create learning contracts
5. Create training passports
6. Create a CPD points system (not based upon attendance but on application)
7. Training outcomes to have closer links to the appraisal process
8. Much closer management involvement
9. Introduce more live projects into the training, requiring presentations on the outcomes
10. Include a graduation process with rigour
11. Consider the relative merits of "Pass/Fail"
12. Require the delegates to present their own ROI on the training they have received

Greater responsibility should also be placed on the delegate in answer to the question ***"What have you done with the training investment we have made in you?"***

The PTS mission is to 'Deliver Performance Improvement' upon which we have built a strong reputation. However, from our experience, performance improvement cannot be achieved in the classroom alone – it requires collaboration.

Contact us for more information.

PTS has a wealth of expertise spanning 25 years.

Take a fresh look
at training



Progressive Training Services Ltd

Progressive Training Services Ltd
Little Fellows, 1 High Houses, Mashbury Road, Great Waltham, Essex CM3 1EL
T: 0845 458 9461 • E: info@pts-uk.net • www.pts-uk.net

Delivering Performance Improvement