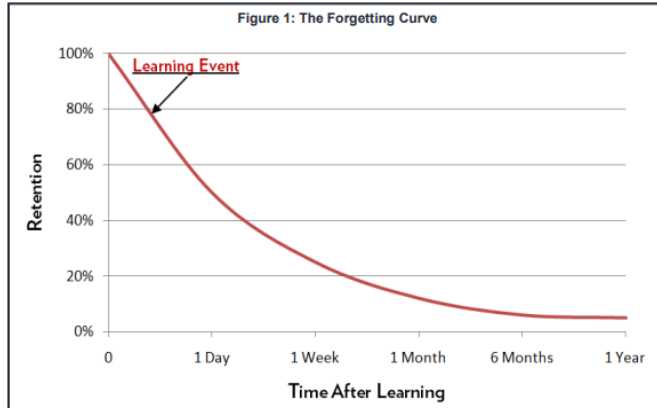


How to get results from training!

Ever wondered why performance by some of your staff members does not change even after they have been trained in a certain area? Our research has shown that there are various reasons for that and after taking away, poor attitude and lack of willingness to learn, we came up with the following reasons as our top three:

1. Poor reinforcement of learnt skills once staff are back on the job. We often hear statements like; *this is the real world and not classroom stuff*, or *you are back from holiday (training), welcome to the real world of work*. Sadly, usually these statements come from Line Managers and other senior personnel in the organization who would have authorized payment for the training in question. Research has shown that if training is not reinforced, any new skills gained would soon be lost and this is better explained through the forgetful curve below.



By Hermann Ebbinghaus

According Hermann Ebbinghaus, the above depicts the rate at which any learnt skills will be lost should there be no, or poor reinforcement after training.

2. Poor positioning of the training, i.e. No line manager involvement in highlighting the importance of the training and the expectation from the trained staff member after training.
3. Inability of the training course to inspire behavior change in trained staff members. Our strength as Cedar Point, lies in our ability to inspire behavior change which in turn helps the organization to realize meaningful Return on Investment (ROI) from their training spend