Creating Champagne Training Programs on a Beer Budget

Sage HR R&R: Refresh and Recertify Webcast Series
Your Presenter for Today

Mary Anne Osborne, SPHR
• Over 30 Years HR experience
• SPHR since 2000
• Multi-industry experience
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Objective

In Today’s Webcast You Will:

Be exposed to learning methods and strategies employed by your learners

Learn how to incorporated those methods into cost effective programs in the workplace

Be given a list of references for use in researching and building your educational programs
Training vs. Learning

Business Goals
Performance Improvement
Learning
Training
eLearning

Dave Wilkins in Overcoming 10 Objections to Social Learning
Training

• Skills development
• Externally applied
• Short term uplift
• Challenge readiness
• Meet company needs
• Focuses on the group
• Primarily structured
• All about ‘doing’
Learning

- Behavior changes
- Internally accepted
- Long term change
- Equips for future
- Defines company future
- Focused on individuals
- Primarily organic
- All about ‘understanding’
Working Hand in Hand

Learning Methods
- Hands On
- Reading
- Observance and Instruction

Training Methods
- Simulators
- eLearning
- Classroom Style
Best Practices

TRAINING

• A Goal
  – Overt or covert

• Alignment
  – Trickle Down

ENGAGEMENT

• Issues:
  – Poor Pay
  – Management
  – Lack of Growth
Examples

• Web Based
  – eLearning
  – Webcasts
  – Webinars
  – Video casts

• On-Line Training
  – Do-it yourself
  – Purchase

• Public Speaker Bureaus
  – Cost effective

Which Door Will You Choose?
More>>

- Pre-Canned Programs
- Onboarding Programs
- Blogging
- Higher Ed
- Internal Thought Leaders
  - Shared experiences
  - Mentoring programs
  - Train The Trainer
- Corporate U
ADDIE

Phase 1
• Assessment

Phase 2
• Design

Phase 3
• Development

Phase 4
• Implementation

Phase 5
• Evaluation
Sources

- Telling Ain’t Training
  - Stolovitch
- 101 Ways to Make Training Active
  - Silberman
- New Employee Orientation
  - Lawson

Employee Training and Development
- Noe

BEW’s

Speaker Bureaus
- Keyspeakers.com
- Totalaccessspeakers.com
- Premierspeakers.com
About Sage HRMS

• Sage HRMS helps companies optimize HR processes and maximize Return On Employee Investment (ROEI)™.

• Sage HRMS delivers comprehensive employee management solutions automating HR, payroll, benefits, employee self-service, time-off, recruiting, training, workforce analytics, and more.

• A global $2.2 billion company with over 30 years of experience and 6 million customers, Sage has provided HRMS solutions longer than any other company in North America.

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