

# Making Training Stick

We have all participated in training courses or workshops. Some of these have been helpful and useful in our everyday lives and others have seemed redundant and a waste of time. How often have we cheered or grumbled at being asked to participate in a training day?

The good news is that all training can be useful and applicable if the trainer keeps some simple tips in mind when developing and applying training. We all learn differently, but there are some truths about learning that can be applicable to most groups and can be tweaked to fit any training session.

This one-day workshop will help you teach participants:

- Strategies that can help learning to stick with the audience in an effective and meaningful way.
- How to keep learners focused and motivated to absorb material.
- To develop an effective training style, using appropriate training aids and techniques.

## Course Overview

You will spend the first part of the day getting to know participants and discussing what will take place during the workshop. Students will also have an opportunity to identify their personal learning objectives.

## Five Strategies for Stickiness

Just as there are many types of students, there are many ways to make training stick for them. This session covers five of the most effective methods for stickiness.

## Designing a Program That Will Stick

This session gives insight into how to lay the groundwork for the design of a training program that will stick, including how to build support for your program.

## Teaching Tips and Tricks

This session takes the four steps in experiential learning and uses group discussion to draw out teaching tips and tricks.

## What Method is the Stickiest?

A group activity leads learners through an exercise which illustrates which of the earlier mentioned five strategies is the stickiest for training.

**Following Up**

Follow-up gives vital insight as to whether your training session is crafted correctly, if it sticks. Seven points of follow-up are covered here, along with the Buddy System and how to delegate follow-up.

**Strategies for Taking Training Further**

Mentorship is one way to take training further as well as having the trainee train others, both of these steps are looked at here.

**Workshop Wrap-Up**

At the end of the course, students will have an opportunity to ask questions and fill out an action plan.