

Finding the time for training

By Bob 'Idea Man' Hooey

Continual training and professional development allows your team the opportunity to fully realize their potential. It pays off big dividends on better-equipped, energized team players on the job.

Finding time for your team to attend training can be a challenge for most organizations. Applying some creativity to your training program can yield powerful results

Here are a few ideas to reduce classroom time, without jeopardizing the process of quality training:

- Schedule team members to attend training between 10AM and 3PM, instead of a full day. In this case they can still attend to urgent business. This works well for on-site training or training held very close to your operation.
- Weekend seminars are increasing in their popularity. Remember, if you ask your team to sacrifice their private time, be sure to include some group outing or banquet to show your appreciation. Trade off time during the week would be nice too!
- Suggest your team study up on the course material in advance so they can hit the seminar running. We can provide some advance materials to facilitate this process.
- How about scheduling a "lunch and learn" or "breakfast briefing" by inviting in a local expert when your team needs information on a simple topic. Or combine a 'breakfast briefing' for management or specific team members in addition to half day or full day training.
- Other ideas might come to mind to meet your training needs more creatively.

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