

Level Up Your Training Sessions

10 Tips for Maximizing Outcomes



44% of employee skills could be disrupted by 2028, rising to 68% by 2030 due to AI.

(Source: World Economic Forum-The Future of Jobs Report 2023)

42% of new hires find training exhausting, and 43% find it outdated.

(Source: The State of Employee Experience 2023)

20% of employees lack time for training, despite interest.

(Source: eLearning Industry State of Employee Experience 2023)

70% of employees feel more connected to their workplace through learning.

(Source: LinkedIn Workplace Learning Report 2024)

These statistics highlight the importance of a well-planned and strategic training session. Training sessions should be a valuable experience that equips employees with the knowledge and skills necessary to excel in their roles.

Here are 10 ways how L&D leaders can improve their training sessions for maximum learning impact:

1

Focus on Workplace Outcomes

- Define what learners need to do differently.
- Base training on specific workplace tasks.



2

Integrate Training with Work

- Involve managers in pre- and post-training discussions.
- Discuss practical application and required resources.



3

Clearly Define Behavioral Objectives

- Define what learners should be able to do after training.
- Avoid focusing solely on knowledge or understanding.



4

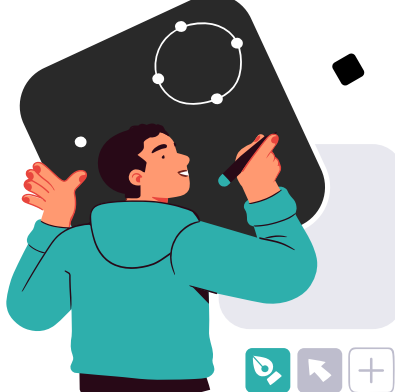
Prioritize Practical Learning

- Provide ample time for practice and discussion.
- Create a supportive environment for skill development.

5

Incorporate Back-in-the-Workplace Support

- Offer coaching and mentoring.
- Foster peer learning through user groups and discussion forums.



6

Develop On-the-Job Aids

- Create checklists, reminders, and templates.
- Support skill application in the workplace.

7

Clear Expectations and Realistic Evaluations

- Use realistic assessments to measure learning.
- Motivate learners with clear expectations.



8

Align Rewards with Desired Behaviors

- Recognize and reward the application of new skills.
- Avoid negative consequences for non-compliance.

9

Conduct Post-Training Evaluation

- Assess skills usage and identify areas for improvement.
- Use evaluation results to inform future training efforts.



10

Celebrate Success

- Recognize and reward participants for training completion.
- Foster a positive and supportive learning culture.

Transform your training approach. Our experts can help you achieve your L&D goals.

Let's Talk