

Article

How to make Employee Trainings Effective
By Henry Imoh



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WaveCrest is primed to help your employees, teams and organizations improve their performances and productivity to desired levels which will in turn help their organizations become more profitable and successful. WaveCrest works majorly in the areas of Policy, Process and People which form the core of organizations. Let's make your business and organization become better, more solid and profitable.

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Background

Some business owners and operators do not train their staff or believe that training their staff is a waste of scarce resources.

When companies are on a tight budget, one of the items that is chopped off first is : training'. Much as trainers or training companies advise otherwise, organizations and businesses do not think or have not behaved differently. They generally see training as an expendable activity and some even see it as a reward for good behavior. Some go as far as not training their staff for fear that they would lose skilled staff to the other employers.

In a way, I don't blame them because many business operators and even the trainers themselves do not understand training, how it works and what it should do for an organization.

Now every business is like a machine and employees are like essential components to make the machine

Highly skilled and well-groomed personnel are a necessary part of organizational excellence and success



work. The quality of output of the machine is directly dependent on the quality of the components. If the components are of low quality or inappropriate, the machine will not work at its highest levels or not work at all. The best companies have the best people. It's that simple. And if you want your company to be excellent, then you have to employ the right people and expose them to the best training programs so that they can become the best at what they do. Training is essentially an investment into the business system to make it better.

Now some employers know this but they don't seem to get the value they desire from the training programs they organize for their employees. And it is for this reason that they feel that training may not be a necessity.

Now, why is that? First off, for organizations to get the most from trainings, they must first know what they want and specifically what they want to achieve. This is where a lot of organizations get it wrong. The typical practice is to ask staff what trainings they need, search for training programs and arrange for them. Some just assume what the company needs and train staff in those areas. This method is ineffective and you won't get the value you are looking for because they will not get what they need. To the **right shows how training can be more effective.**

Steps on how to make your employee trainings effective

Step 1:

Business owners should understand their business system. A business system is the interplay between policies, technology, products, strategy, people, processes, infrastructure, environment etc.

Step 2:

Design and adopt a well-structured and efficient performance management system for each staff position where their roles and specific targets are stated. The PMS should align to organizational goals

Step 3:

Know your current performance levels for individuals, teams and departments

Step 4:

Determine the specific improvements and changes certain business areas need and then design trainings or interventions to achieve them. The required changes should be specific, measurable and material to the growth of the organization in line with corporate goals.

Step 5:

Form a training plan, engage the best training experts like WaveCrest, implement, review, make the necessary changes and implement again.

Companies should be specific about what they want to see and these changes must be in line with the short, medium- and long-term goals of the organization. Some time ago, a Human Resource manager called to ask for a training and I asked her what specifically the company wanted to see or achieve with the training and she didn't know what to say. This is a huge problem for many companies and the likely result is that when the training is conducted, they wouldn't achieve much.

The required changes the organization wants to see also have to be measurable so that the organization knows whether they are achieving their set training / organizational goals or not.

Also, organizations need to have a strong performance management system in place before they can effectively plan trainings because it's from here they can identify skill, knowledge and performance gaps.

So training is important and necessary if organizations must succeed but it has to be done properly as explained in this article for it to be effective.

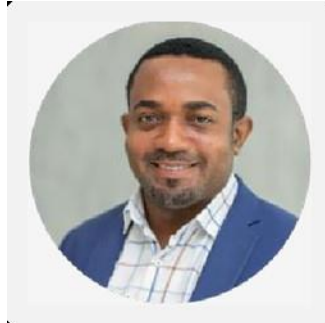




- CONDITIONING - BETTER THAN TRAINING

**Pic: Conditioning Session with Staff of one of
the top PR firms in Abuja, Nigeria.**

While I have written about the need and importance of employee training for every organization, there is a program which is much more effective in helping individuals and teams develop and succeed in line with set objectives called: *conditioning or grooming*. This programme involves training and a series of other tools and interventions structured to ensure that the individuals or teams achieve their goals in line with their targets. Wavecrest organizes these programmes for a number of companies and we record huge measurable improvements. You want to see your organization do better, I strongly recommend this solution



Henry Imoh is the Lead Consultant for WaveCrest and CEO of Axielle Limited. He has a background in Engineering and has been in business and organizational consulting and practice for about two decades. He is skilled in helping teams and organizations achieve their goals.

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