



Training Methodology

Goal Definition	Mgr. self assessment	Topics, needs and interests	Training Options	Provide Training	Follow Up	Follow Through
What are your company, division, department and personal goals?	Helping managers learn about themselves using ---- DISC, Myers-Briggs, etc.	Asking senior managers what should be taught ---- Asking managers what they would like to learn. ---- Comparing the two.	Instructor led in the classroom ---- Web-based eLearning ---- Webinars ---- Virtual World ---- Combine above for blended learning		One-on-one mentoring as needed ---- Review and reinforce training via eLearning	Re-assessment of needs ---- Return on investment analysis ---- Next steps

Deliverables by phase

List of business goals to be supported by training activities	Completed DISC and/or Myers-Briggs analysis for participant managers	Senior manager training requirements docs ---- Student training wish list/needs assessment ---- Gap analysis	Training plan by delivery method	Great standardized and customized training	Provide extra support for staff who need it ---- Provide access to online eLearning	Assessment of future needs ---- ROI analysis ---- Plan containing next steps
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