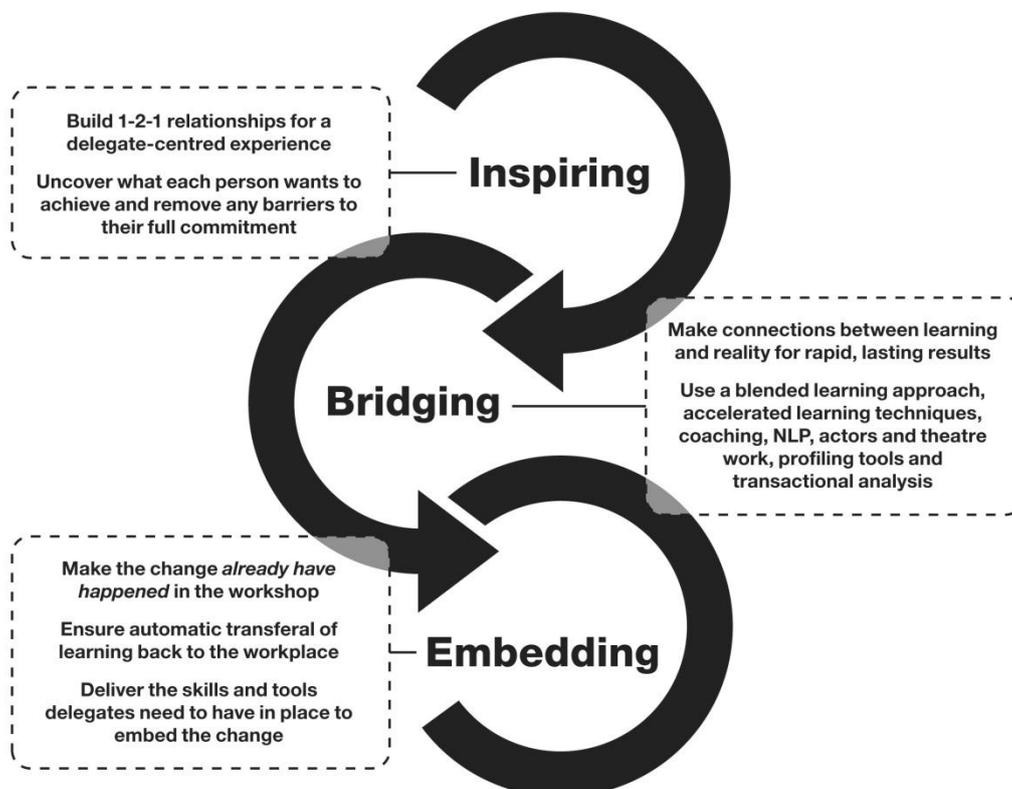


## High Impact Learning

Traditional training has had its day. You can no longer afford to spend money on something that can be a bit hit-and-miss in terms of how well your people engage with it and the results achieved. Who wants to waste time and resources on something that may or may not be aligned to your business strategy, tends to have a low to medium business impact, and often only achieves localised results?

The problem with traditional training is that it's trainer-centred, so delegates have to get into the trainer's mindset to learn. Research shows that only around 15% of delegates undergoing traditional training take some learning back to work and apply it.

For us, those figures don't stack up. That's why we use a high impact learning approach.



High impact learning is proactive, planned and supports your business strategy. It has a greater impact in the business and supports organisation-wide results. It works because it's learner-centred, so the facilitator gets into the delegates' mindsets – fast. It uses a range of accelerated learning techniques and activities so that delegates experience the learning, internalise it and have it available to them even after the training is over. We receive regular feedback from people who tell us that they are surprised at how easy it has been for them to confidently apply learned skills and behaviours back at work and in their personal lives.

## **The benefits of High Impact Learning**

What's the effect of high impact learning for the delegates?

- Learn how to deal with the most challenging aspects of their role.
- Grow in confidence by testing out effective methods of communicating and relating to others.
- Gain constructive and supportive feedback and guidance from the facilitator and their peers.
- Feel comfortable enough to let themselves say or do the wrong thing and learn from it.
- Learn how to adapt and move away from behaviours that currently hinder their ability to perform effectively.

What's the effect of high impact learning for the organisation?

- Inspired and motivated delegates who are fully committed to using their learning
- Rapid behavioural change which has a positive impact on the team and the wider business
- Your people feel ownership of managing their own ongoing development
- Measurable business results and return on investment (ROI)

Why not contact us to find out more about our approach to high impact learning and development?