

LEADING THE TRAINING FUNCTION

5 TIPS FROM THE TRENCHES

GATHERED FROM A GLOBAL NETWORK OF LEARNING LEADERS JUST LIKE YOU

Today's training managers are faced with high pressure to identify skills gaps and deliver programs that can help set learners — and the business — up for success.

These 5 tips will help you deliver impactful programs, no matter which challenges come your way.

FOCUS ON WHAT MATTERS

As a training manager, your goal is to deliver training that improves business results.

Hone in on the programs that are most business critical.

DON'T BE AFRAID TO SAY "NO"

Training isn't the answer to every business challenge.

Learn when to say "no" to training requests in which learning doesn't seem to be the best solution to the problem at hand.

PARTNER FOR SUCCESS

By partnering with other business functions, including human resources (HR), you can ...



Understand your learners' challenges better.



Collaborate with stakeholders across silos to identify innovative solutions.

YOU DESERVE DEVELOPMENT, TOO

- When your job is focused on developing others, it's easy to let your own development fall by the wayside.
- Pencil in time for your own training so that you can improve your performance and achieve your career goals.

YOU CAN'T POUR FROM AN EMPTY CUP

Prioritize your well-being by ...



Taking regular breaks throughout your work day.



Committing to foundational wellness best practices.



Delegating tasks when possible.

Doing so will leave you better able to serve both your learners and the business.

Whether you lead an established training team or are a newly appointed team of one, following these tips will help you better drive the business of learning in your organization.



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