

# October 2005 Newsletter

## Less than 25% of people do anything differently as a result of training. Do you?

**At Preseli Venture we understand that competition for budgets is high so we recommend that our clients follow author and trainer, Scott Blanchard's\* advice to make 75% to 90% of their training stick. So what does Scott Blanchard suggest?**

1. Take time to prepare for training – ask participants to think about what they are going to learn and what they plan to get out of the training activity. By doing this before they arrive, delegates create mental space for training, break from thoughts about work and focus on learning.

Our clients often travel to Pembrokeshire by train, coach or plane. This provides the perfect time for the team to prepare for Preseli Venture's team building ([http://preseliventure-corporate.com/programmes\\_tb.html](http://preseliventure-corporate.com/programmes_tb.html)) or leadership training ([http://preseliventure-corporate.com/programmes\\_lt.html](http://preseliventure-corporate.com/programmes_lt.html)).

2. Make the links between training and your work environment – give people time to reflect as the training progresses and ask them to consider what it means in their own jobs. Letting people rehearse new roles is a great way for them to prepare for the real thing.

All of Preseli Venture's courses build in time for reflection. We ask each of our leadership training ([http://preseliventure-corporate.com/programmes\\_lt.html](http://preseliventure-corporate.com/programmes_lt.html)) delegates to lead their group, giving them a fantastic range of experiences from decision-making to delegation.

3. Follow-up – when your team return to the office, make sure they have a chance to enact what they have learned. Blanchard recommends that companies plan for this process and provide support for at least 30 days.

Experts suggest that effective training needs to be seen as part of a longer term programme – not just a 2-day course. As this is the key to getting good value from your investment in people, why not build a 3 or 6 month programme and include a blend of activity-based learning with training workshops?

Preseli Venture is always happy to tailor packages to individual client's requirements. So why not get two for one by turning a workshop into an activity conference ([http://preseliventure-corporate.com/programmes\\_ac.html](http://preseliventure-corporate.com/programmes_ac.html))?

We wish you every success with your training programmes and we hope that our tips will make them even stickier!

**To find out more about how we can help you with your 'sticky training', contact us now on 01348 837709 or email [info@preseliventure.com](mailto:info@preseliventure.com). We've put together some tips to help you achieve this goal.**

Kind Regards,

**Preseli Venture**

