



# Summit

## ***HOW TO MAXIMISE LEARNING TRANSFER & YOUR RETURN ON INVESTMENT IN LEARNING***

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It's easy to forget about how to maximise your organisation's return on investment after a training programme has been completed. Follow these practical, time-tested tips to create lasting value and maximise your organisation's return on its investment in learning.

## **TIP ONE**

Issue an online Learning Agreement to participants before the training programme to establish individual learning objectives and priorities.

### **Why?**

Because when a learner becomes emotionally invested in learning, they are far more likely to actively want to apply what they learn back in their workplace.

## **TIP TWO**

Ask your external learning partner to issue a brief video invitation to participants before their programme.

### **Why?**

Because not only does it provide a 'personal touch' for participants, it also sets the stage for a collaborative and enjoyable learning experience people actually want to engage in. Engagement enhances commitment.



## TIP THREE

Make Learning personal as well as professional for each and every learner.

### Why?

Because when a learner feels that a training programme is *'being done to them'* rather than for and with them, engagement suffers. When engagement is low, learner commitment and motivation to apply their learning is significantly reduced. Your organisation suffers without even realising it.

## TIP FOUR

Debrief With Line Manager within 2 days of returning to their workplace.

### Why?

Ensure that each participant meets for a programme debrief meeting with their line manager within 2 days of returning to their workplace. Sharing learning, exploring different and more productive ways of operating, collaborating and management of people as well as outcomes can be a very powerful change catalyst.

## **TIP FIVE**

Issue a 'Thank You' email to participants in appreciation of their effort, input and involvement in the training programme.

### **Why?**

Inviting candid feedback and offering practical support in relation to helping them confidently apply their learning back in the day-to-day environment in which they work.

## **TIP SIX**

Organise a 'Buddy' coaching system for learners to support and encourage each other long after their learning programme.

### **Why?**

Peer coaching can be extremely valuable, in maintaining focus on and commitment to applying learning. Just 20 minutes each week can deliver great results...quickly!

***Some ways Summit can support your organisation to maximise organisational and team performance and return on investment include:***

**1**

Facilitating tailored training courses for line managers or other groups requiring focused development.

**2**

Providing focused online learning which can be accessed 24/7 through any internet-enabled device.

**3**

Keynote presentations on specific subjects to larger audiences over a 60 to 90 minute time slot.

**4**

Delivering impactful group reinforcement coaching via Zoom learners 4 weeks after their training course.

We're a friendly team of recognised subjects who love to equip and enable new and established leaders, managers and teams to achieve a whole new level of effectiveness and performance.

Shall we arrange a chat about your organisation's development priorities?

# Summit

***GET IN TOUCH TODAY***

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