

Training and Development

The dynamic nature of the workplace demands continual enhancement to an organization's collective knowledge and skills base.

Depending on the nature of the organization's activities, its training requirements include keeping up with new technologies, local and federal regulations, facilities, and organizational policies, or brushing up current skills, for example with respect to using new computer components, upgraded software, smart technologies, and cloud computing.

Effective employee training and development prompts a more productive work force by increasing job satisfaction, enhancing organizational communication, and decreasing absenteeism and turnover.

Conversely, ineffective training programs can drain an organization of its resources –in dollar terms, this includes not only the actual cost of implementing of training programs that do not work but also the productivity lost when employees are neither proficient in what they do nor confident in the organization's willingness to help them overcome their difficulties.

Some larger organizations spend millions on training. Smaller firms tend to spend less per employee per year on training; nevertheless, training comprises a relatively larger portion of their operating budgets. This workshop enables organizations to maximize value by optimizing their training programs.

Contact us at inquiry@eaqc.com for more information about our executive workshops and training programs.

Workshop components

- Firm-Specific Environmental Analysis
- Assessing Training Needs
- Instructional Design
- Training Implementation
- Training Transfer and Outcomes
- Evaluating Training Effectiveness