

Creating an Engaging Program

Instead of dumping all the curriculum in one short month, try a cyclical approach that spans over several months with stages. This helps your learners hone in on the skills they are learning online and have the ability to practice them during on-the-job situations. Connect your organizational values and culture to the curriculum, and encourage new managers and new leadership to identify their “why” as it relates to their new position.

ELEMENTS OF AN ENGAGING PROGRAM

- 1 Provide a balance of classroom and online training to create a blended learning approach. Align on-the-job training with supplementary online training.
- 2 Create a mentoring program with seasoned employees.
- 3 Use gamification and incentives to promote friendly competition.



BENEFITS OF AN ENGAGING PROGRAM

- Increases employee engagement
- Increases motivation and productivity
- Improves company culture
- Decreased employee turnover

EXAMPLE

Conduct weekly lunch and learns. Introduce a theme for each meeting such as coaching or delegation to help center the discussion about recent assignments or activities in the program.

If you have a group of learners in the new manager/leadership training program, create contests and award prizes for the first one to complete a Learning Initiative, Playlist, course or lesson.

