



The nature of employee training means there's always room to improve, and the new year is an ideal time to look forward to reaching new heights through your training program.

Whether it happens by trying new methods, marketing for better engagement, investing in new content or technology, or any other number of ways, the opportunities to improve are right here at your fingertips.

Get started turning these resolutions into results...



1 FIT TRAINING INTO THE BUDGET



Employee training addresses core issues behind common business challenges, such as low engagement, high turnover, skills gaps, leadership development, and many more.

Lack of development opportunity creates lack of engagement, which creates high turnover.

An employee with an average salary of \$60,000 costs up to \$45,000 to replace.

A highly-trained executive can cost upwards of \$255,000 to replace.

Online training content is more impactful and engaging than ever, and significantly more budget-friendly than classroom training.

Your people are your most valuable asset, and top talent is attracted to opportunities for ongoing development.

When the ROI of training affects every area of business, the question is really – how can you not afford to fit training in the budget?

2 GET LEADERSHIP BUY-IN FOR ONLINE TRAINING



Leadership Buy-In is critical for any training program to be executed successfully.

97% of employees and executives believe lack of alignment within a team impacts the outcome.

The first step to gaining buy-in is knowing your leader. Start paying attention in order to get their attention.

Do they prefer written or verbal communication?

Do they receive information best in short snippets or prefer to see details from the start?

To learn more steps to successfully gain leadership buy-in for online employee training, [view our free webinar here.](#)

3 MATCH TRAINING METHODS TO MODERN LEARNING NEEDS



The stats don't lie, moving training online is where the party's at.

77% of US companies offer online corporate training.

Approximately 98% of organizations have implemented video as part of their digital learning strategy.

Society is becoming increasingly more dependent on mobile devices, and training is not exempt from this shift.

The mobile learning industry is estimated to grow to over \$37 billion by 2020.

Companies are moving to online learning management systems largely for their mobile capabilities.

Video has emerged as a top training method because it can be delivered to a dispersed workforce and fit into employees' busy schedules.

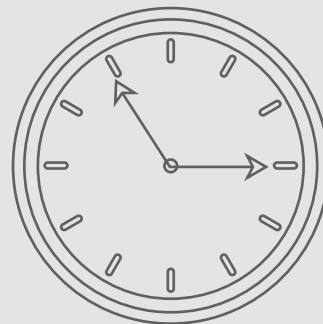
Employees today get interrupted as often as every 5 minutes.

Micro video "bursts" of training are the most effective way to keep learners engaged.

Microlearning has proven to be a highly effective learning tool, especially for topics in compliance, health and safety, and software.



Micro video lessons can be viewed on mobile devices anywhere, anytime



Microlearning don't require long hours and cause information overload

4 CREATE A MARKETING PLAN TO INCREASE TRAINING ENGAGEMENT



If utilization of training is not where you would like to see it, take a look at how you are marketing your program.

Do employees get regular reminders showing them where to access the organization's training resources?

Do they understand how the value of training benefits them personally?

Do leaders and managers lead by example and promote training?

There are 4 high-level steps to developing a killer marketing plan and increasing engagement.



BizLibrary clients have found that creating a monthly marketing plan increases utilization by 66% on average.

Get into the nitty gritty of developing your marketing plan with [strategies from this podcast episode.](#)

5 IMPROVE COACHING SKILLS FOR MANAGERS



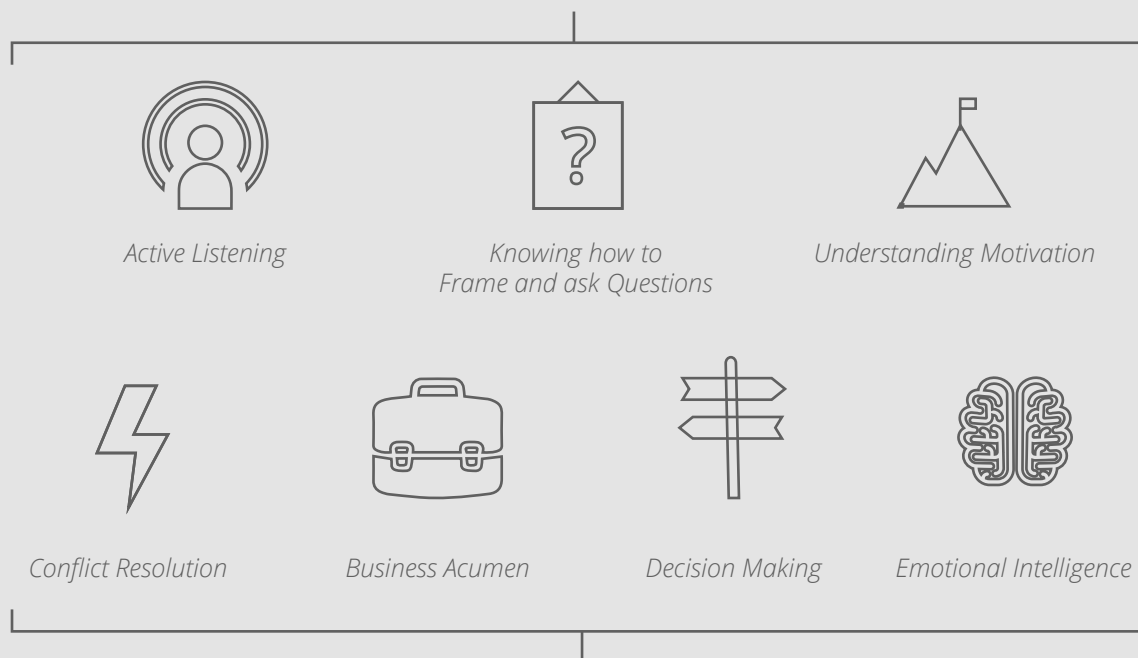
Managers' time is often stressed to the max. To improve coaching skills, they'll need organizational support that prioritizes it.

Research by Bersin & Associates shows that organizations that prepare managers to coach their teams have 130% stronger business results.

Organizations with senior leaders who "very frequently" make time to coach others have 21% higher business results.

Coaching is a process-driven relationship with a clear objective to help improve performance.

Important coaching skills include:



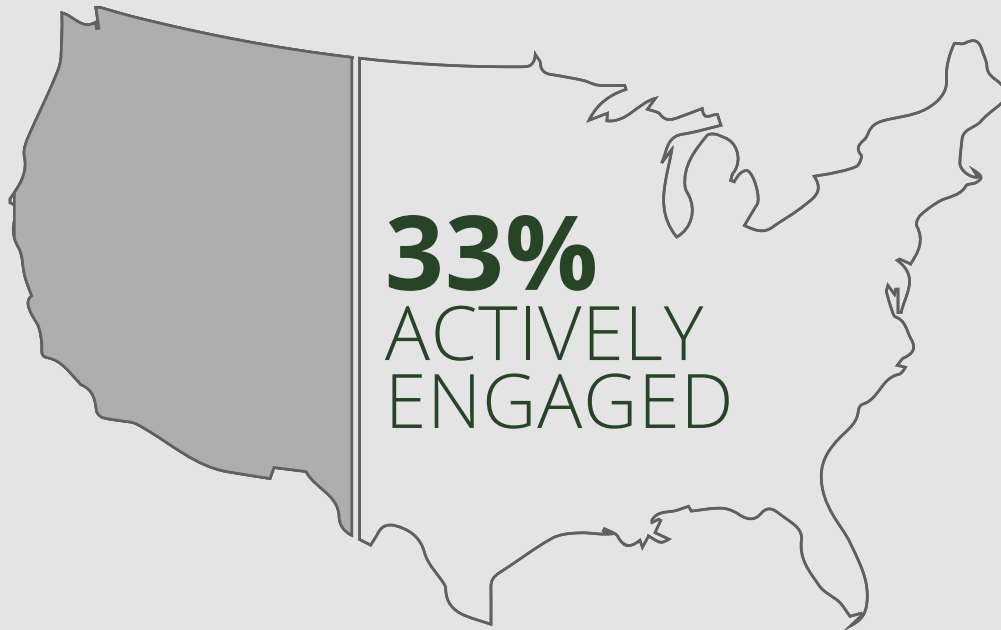
Whether a manager is a coaching natural or not, these skills can be learned and continually improved upon.

Our [free Coaching Skills ebook](#) provides strategies and useful tips to help your managers and leaders learn how to develop their teams and reach higher business results.

6 IMPROVE EMPLOYEE ENGAGEMENT



Studies show that the percentage of workers in the U.S. who are actively engaged in their jobs is only 34%



For employees to become more engaged at work, they need the organization to support their ongoing development.

56%

of employees don't believe they have enough opportunities for career advancement

32%

of employees have to wait over 3 months for feedback from managers

63%

of employees feel like they don't get enough praise at work

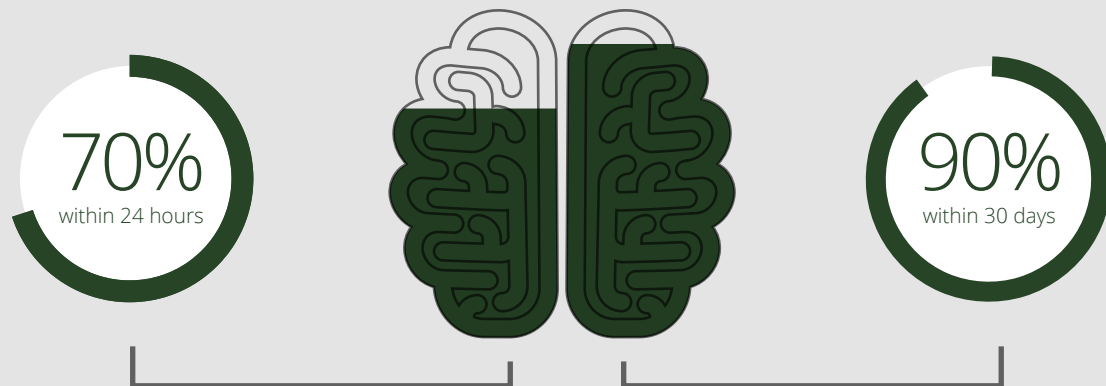
The resolution to “Improve Coaching Skills for Managers” could easily go hand-in-hand with improving employee engagement. Here are 7 powerful ways an organization can engage employees through managers.

Assess whether the company’s training program provides adequate opportunities for development.

Becoming more invested in each employee’s personal and professional development is the key to improving engagement.

7 INCREASE ROI WITH POST-TRAINING REINFORCEMENT

The Forgetting Curve, developed in 1885 by Hermann Ebbinghaus, shows that 70% of what people learn is forgotten within 24 hours, and 90% is forgotten within 30 days.



Using learning reinforcement gives longevity to training. Without strategic follow-up, the curve will kill your content.

Providing opportunities for effortful retrieval prompts the brain to remember information and deem it worthy of long-term memory.

Helping employees move training content to long-term memory is where it comes into play on the job.

Reinforcement can look like: tests, quizzes, polls, surveys, short answer and reflection questions, etc.

There is a strategy to timing the delivery of these retrieval opportunities. Spacing them out helps the brain shift the information it learned over to long-term memory.

Neuroscience expert and professor, Art Kohn, suggests 2+2+2 – 2 days, 2 weeks, 2 months

Check out this article to learn more: ["Q&A: Everything You Need to Know About Post-Training Reinforcement."](#)

These resolutions aren't like the ones that stay top of mind for a week or two, then fall off the radar and get pushed until "next year."

Whichever of these initiatives are most important to you, BizLibrary can help turn the resolution into a reality.

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BizLibrary is a leading provider of online learning for growing organizations. Our award-winning microlearning video library engages employees of all levels, and our learning technology platform is a progressive catalyst for achievement. Partnered with our expert Client Success and Technical Support teams, clients are empowered to solve business challenges and impact change within their organizations.

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