

Induction Training *Redesign*



A macro approach to analyse and grandstand your induction training

Here's a big ticket item that we highly recommend.

We'd like to help you boost the quality and impact of your induction training.

Your induction training is a great chance to put your best foot forward. The design of training and blended learning technology has changed dramatically in the past 2–3 years. Your induction training should be keeping pace with modern learning deliverables.

Induction training is often seen as a bit of a chore. Somebody from yesteryear has put together a squillion slides and then the inductees are taken through slide after slide. Lets be honest, a battering of slides with an occasional video is not dynamic. Often the original induction designer has had very limited instructional design expertise. As a consequence the induction training has not been structured very well. But smart organisations know that the induction process is also a great opportunity to put your best foot forward and get new staff quickly on board. It's a great opportunity to establish a professional impression of your organisation.

Discover a proven design framework (eg ADDIE) to make an engaging blended induction program. Imagine all the effort some organisations make to lure a high flyer, then subject them to poorly structured blandness.

Keep in mind — There has been a massive improvement in learning technologies in the past 2-3 years. You'd be surprised at how many excellent resources are readily available. So if your induction training hasn't been seriously overhauled in the past 3 years, you are way behind.

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Why choose Preferred Training Networks?

If you Google “Instructional Design Training” you'll find us at the top. In a nutshell, we help organisations design or redesign all aspects of organisational learning. Our customers include NDIA, TAC, Western Health, Dept of Communities, Dept of Education Qld Hobsons Bay City Council, Child Safety and Disability Services Qld, , NSW Police, The Royal Womens Hospital, Fairfax Media, Fortescue Metals, Newcrest Mining, Royal Childrens Hospital, Balonne Shire Council, ANZ & IP Australia.

Step by Step Redesign

The step-by-step process below works very well. We become immersed in your induction training and can analyse your induction training at a meta level.

- Step 1** Our instructional designer(s) attend your next induction program
- Step 2** Two weeks later well send you a report with recommendations
- Step 3** Working collaboratively with you, we'll prioritise the order of what needs to be fixed/changed
- Step 4** We will spend 2-3 days on site helping you redesign your current induction program. (After 2-3 days, you'll have enough ID skills to continue the redesign of your induction program). We will also help schedule your redesign aspirations
- Step 5** Touchpoints We'll agree some touchpoints to check in on your progress. These touchpoints will help you keep the project moving. Redesigning an induction program is a big undertaking and your people will look forward to these touchpoints

Where to from here?

Let's have an obligation free meeting. We can share ideas on what your induction training could look like. It's also an opportunity to review what's working well and what's not.

**Call today 1300 323 752 or email
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