

How Do You Make Learning Stick?

You make big investments in training and developing your people—but what happens when a session is over? How will you know if your employees are applying what they've learned? In the hustle of daily activities, it's easy for your employees to fall back on old habits and behaviors.

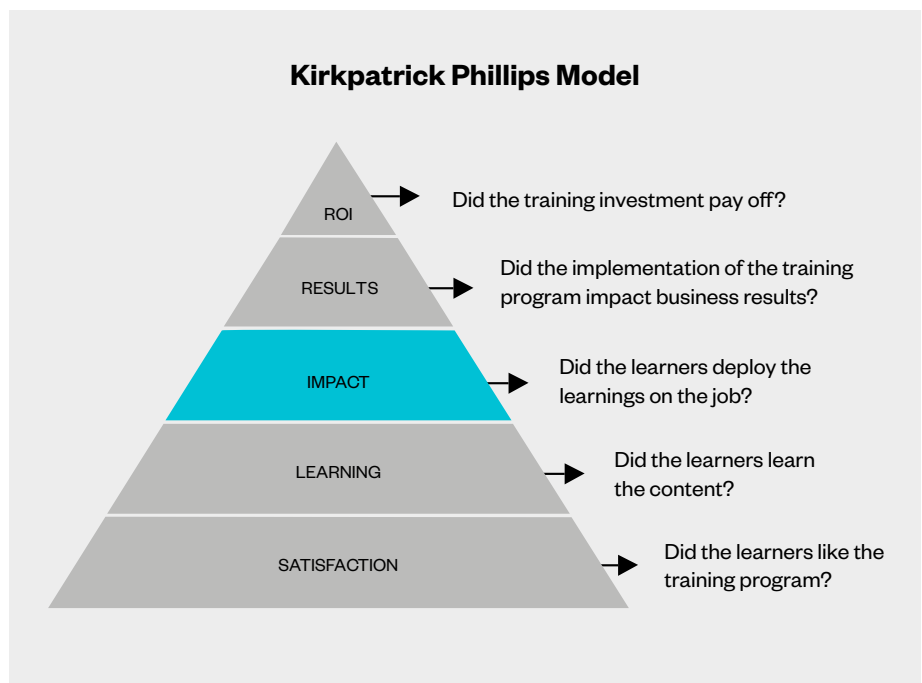
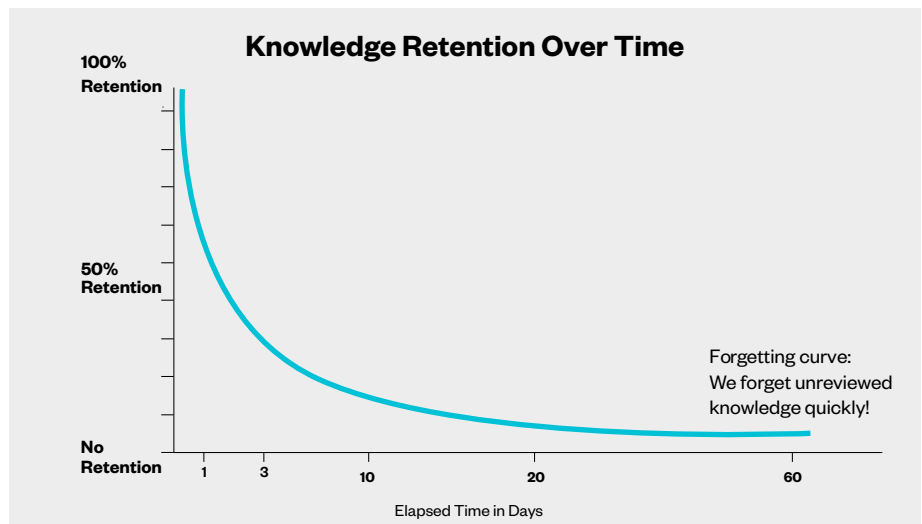
Unless applied immediately and regularly, knowledge retention drops at an alarming rate.

Which means that all the great skills we teach your employees are likely to be forgotten unless we put systems in place to help them practice and revisit new concepts—in the context of their daily work activities—over time.

We also know that learning and development initiatives are often frustratingly disconnected from business outcomes.

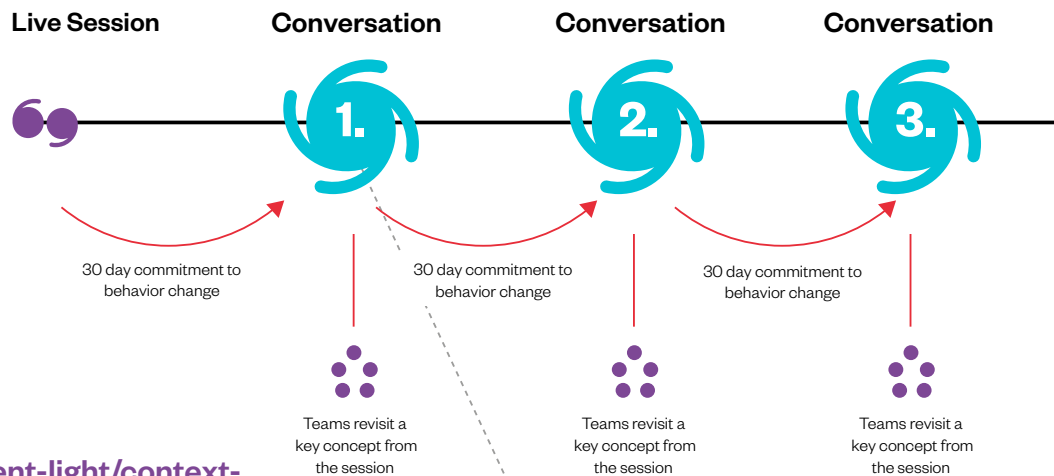
In the Kirkpatrick Phillips model, the bottom 2 layers are reasonably easy to achieve—however measuring the impact, results, and ROI of a learning/training program remains elusive for many organizations.

Part of my process involves the use of Actionable to ensure that learning is sustained and applied over time. **Actionable is uniquely designed to make content sticky, and to provide real-time visibility into how new behaviors are being applied in your organization.**



Sustain Learning Over Time

By revisiting key concepts from the session, and empowering individuals to apply those concepts in their daily work activities, we can sustain learning over time and create positive business impact.



We use a **content-light/context-heavy approach to ensure that learning sticks**. In order to sustain learning over time, we thin slice key concepts from the live training session into 60-minute “Conversation Modules”, empowering participants to revisit and apply key concepts in their daily work activities.

Nominated workshop participants become Conversation Hosts (and require absolutely no previous facilitation experience), and guide a team-based conversation about one key concept from our session. **Teams get reinforcement and practice with the concept, and you get data that shows real time application in the workplace.**

ANATOMY OF A CONVERSATION

WHAT: Team discusses the key concept at a high level.

SO WHAT: Team discusses concept in the context of their daily work activities.

NOW WHAT: Individuals commit to one small behavior change.

1 Hour Team Based Conversation

Both the live training session and the supporting team-based conversations leverage the Actionable Habit Tracker to reinforce and measure how new behaviors are being adopted and embedded within the organization.

The Technology

The technology that supports and facilitates individual commitments to behavior change is simple, web-based, and extremely light weight—participants “check in” on their behavior change progress in as few as 2 clicks per day. They can choose when and how they receive notifications, select an accountability buddy to keep them on track, and write brief journal entries about their progress.

Throughout the process, you have access to data about what is happening within the organization, which promotes targeted coaching conversations when there are pockets of resistance, and allows you to amplify bright spots where individuals are embracing change.



Harvey's April Commitment:

I will continue to think about the most effective ways to communicate within our team

