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Employee Training That Really Works

(NAPSA)-Corporate training programs have long been part of the business landscape. Not only can it make employees better at their jobs-meaning more efficient and more productive-it can improve people's lives.

Unfortunately, several factors diminish the performance of corporate training. First, most employees are in jobs that do not match their skills and interests. All the training in the world will not make them a great fit for those jobs. In fact, according to a recent study sponsored by corporate and leadership training firm Monica Wofford International, the majority of middle managers lack the emotional intelligence skills to perform as stellar leaders, and only 5 percent have good team-building skills, a quality critical for successful management.

Secondly, most business training is generic. Managers simply choose interesting topics from a menu and attend courses. Yet these classes may not have any effect on their actual strengths and weak-

nesses. That means a company could spend millions to train its managers and see no real results. A more effective approach would be to target classes to managers' skills and abilities, or lack thereof. Training programs that don't take into account the actual skills each individual needs to improve have little or no effect; money spent on such programs is simply thrown away.

Good business training takes an intentional, systematic approach to improving performance. Through a series of discrete steps, companies can gain new insight into employee and manager performance, address the strengths and weaknesses that are uncovered and ensure learning over time.

For example, Monica Wofford, an expert in human behavior and performance, tests employees and leaders using scientifically based instruments that reveal employees' natural strengths, drive for achievement, weaknesses, perceived and actual behaviors, coping patterns and ideal job roles. This information

can then be used to create a one-of-a-kind, research-based training curriculum designed to address the specific learning needs of the group.

Under this approach, employees and managers not only become better performers on the job, but in many cases they also are able to apply the same strategies to the rest of their lives.

A sought-after trainer with a 17-year track record, Wofford leverages scientific research and data to design curricula and presentations that positively impact both behavior and performance. This allows her to accurately assess how a manager can be most successful in a given business environment. Her proven strategies, timely techniques and wise insights translate into measurable performance results. Her technique transforms managers into leaders, micro-managers into creators of initiative, and dictators into leaders with a passion for people. Learn more or get a free copy of the study at www.monicawofford.com.



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