Online Training To Improve Employee Productivity At Work

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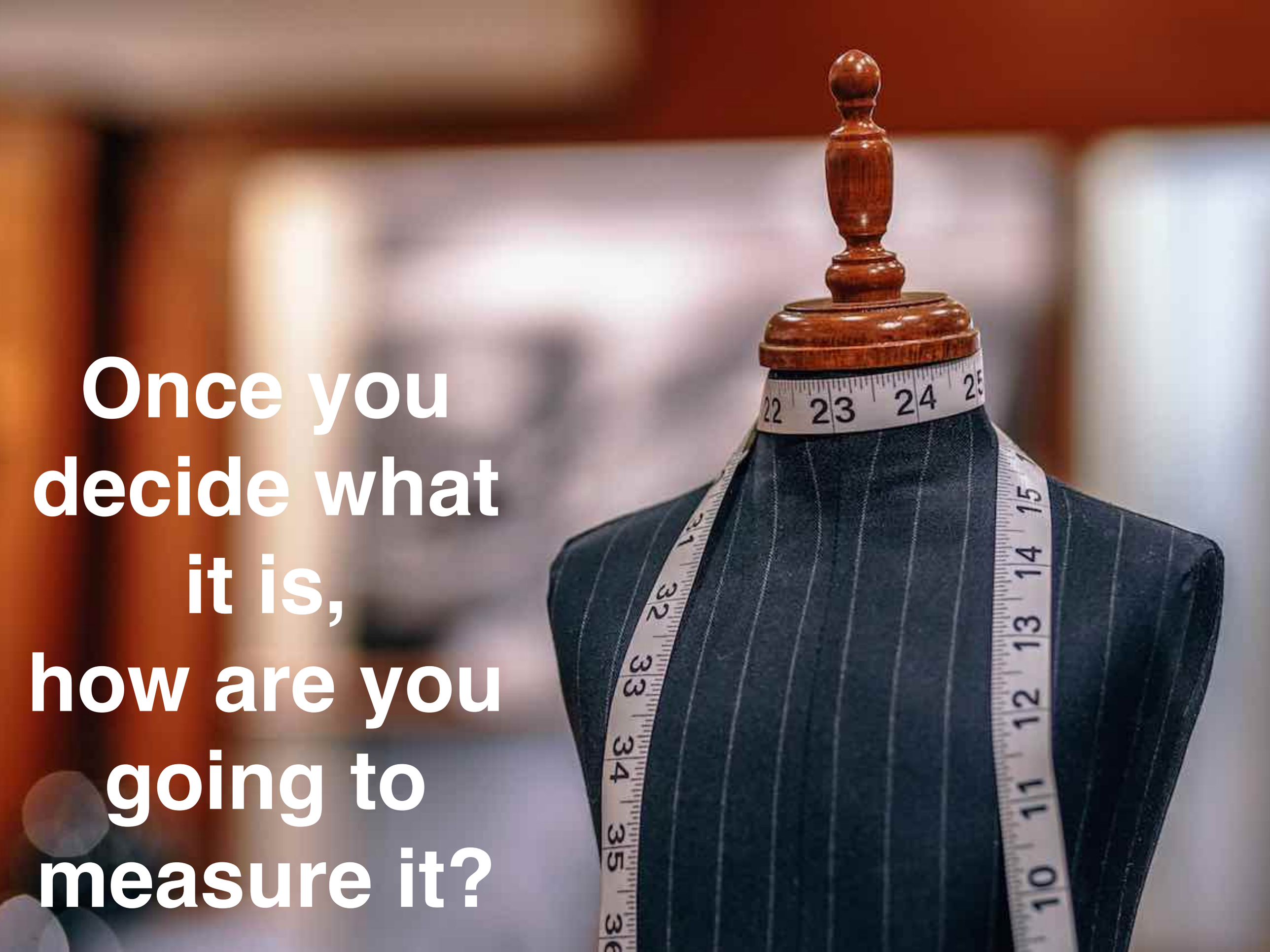
Needs to provide the link between the training and business impact

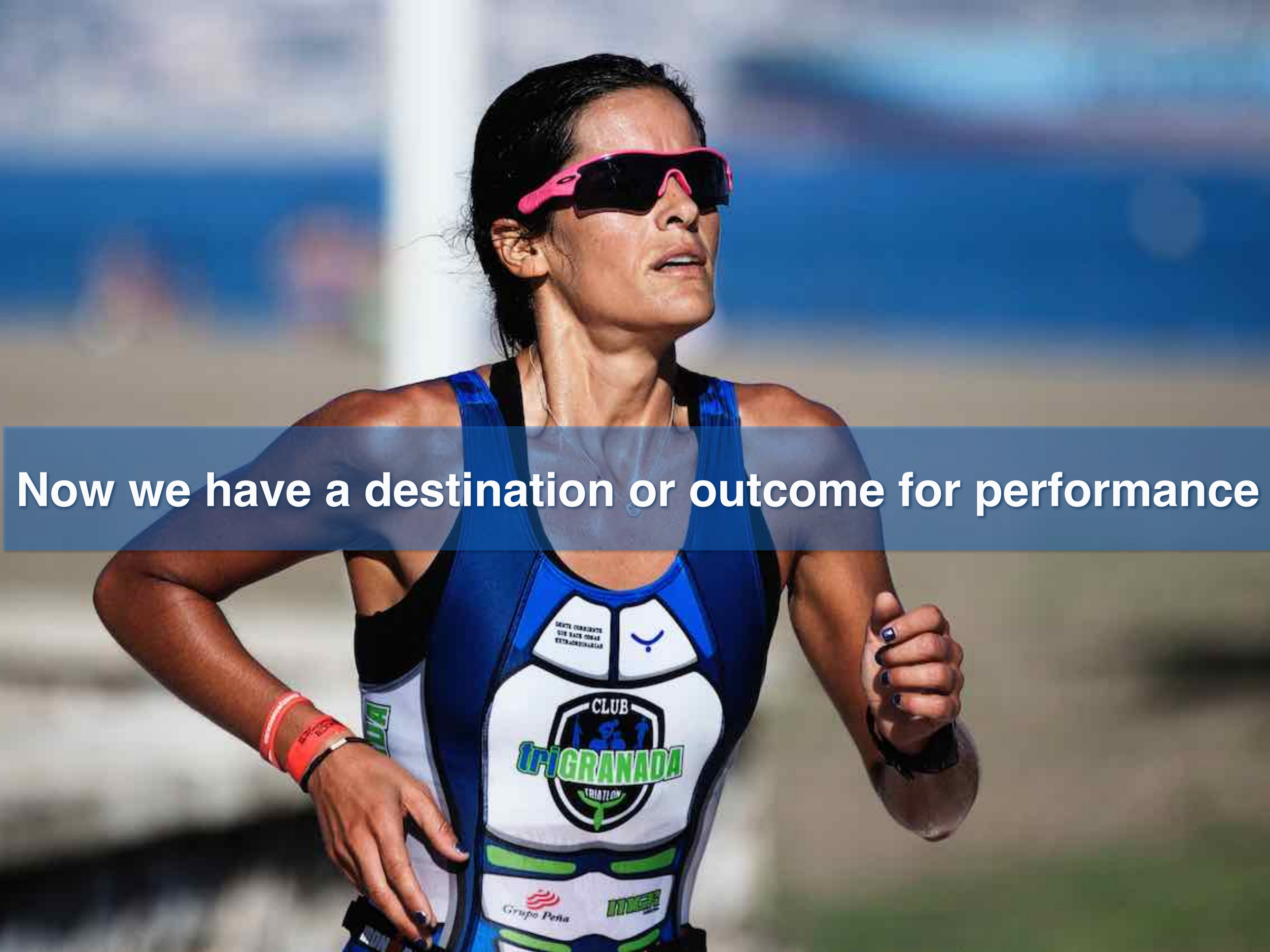
start by understanding what the business impact looks like

This may be profits, output, behaviours, creativity etc

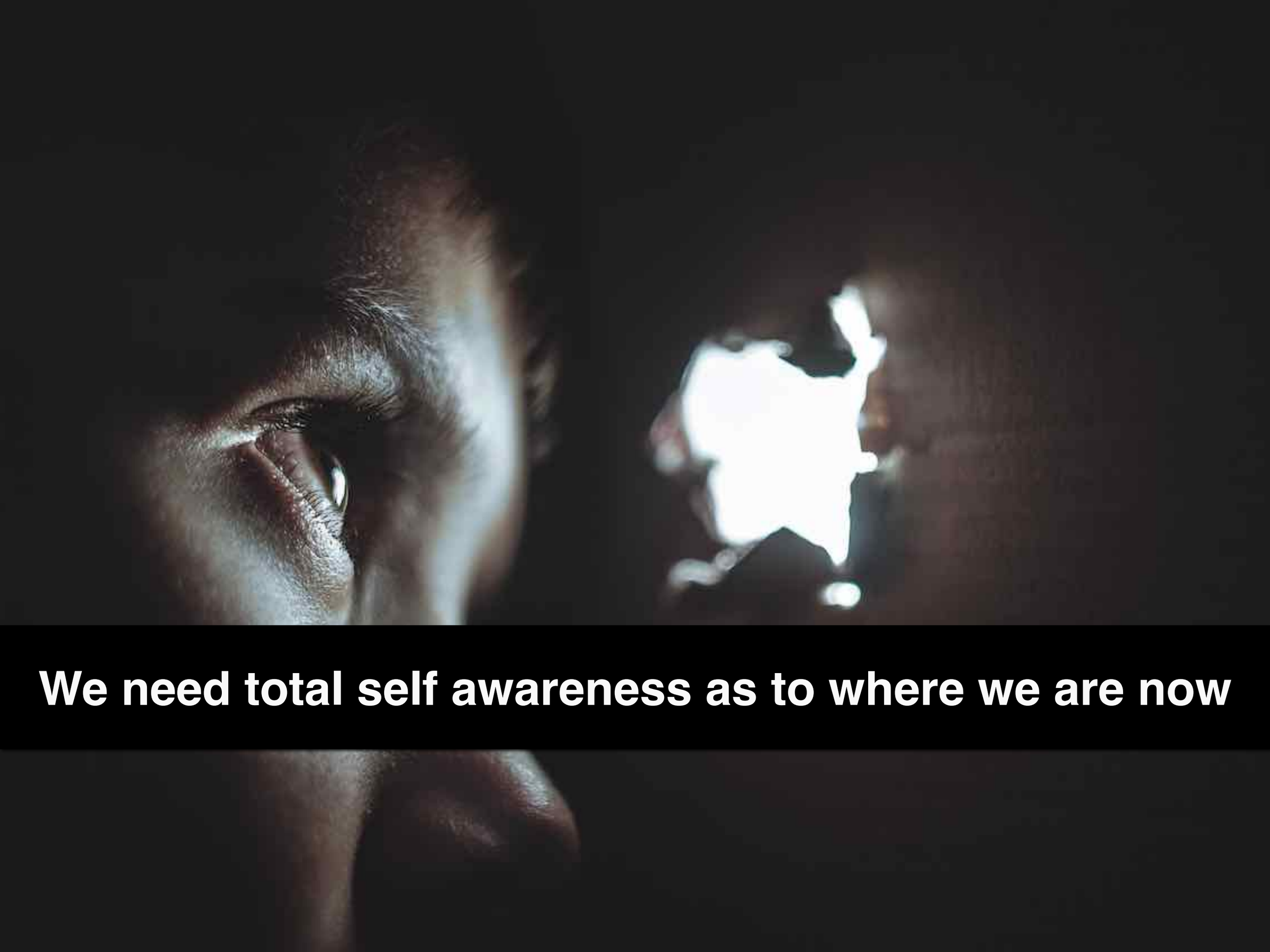
More information



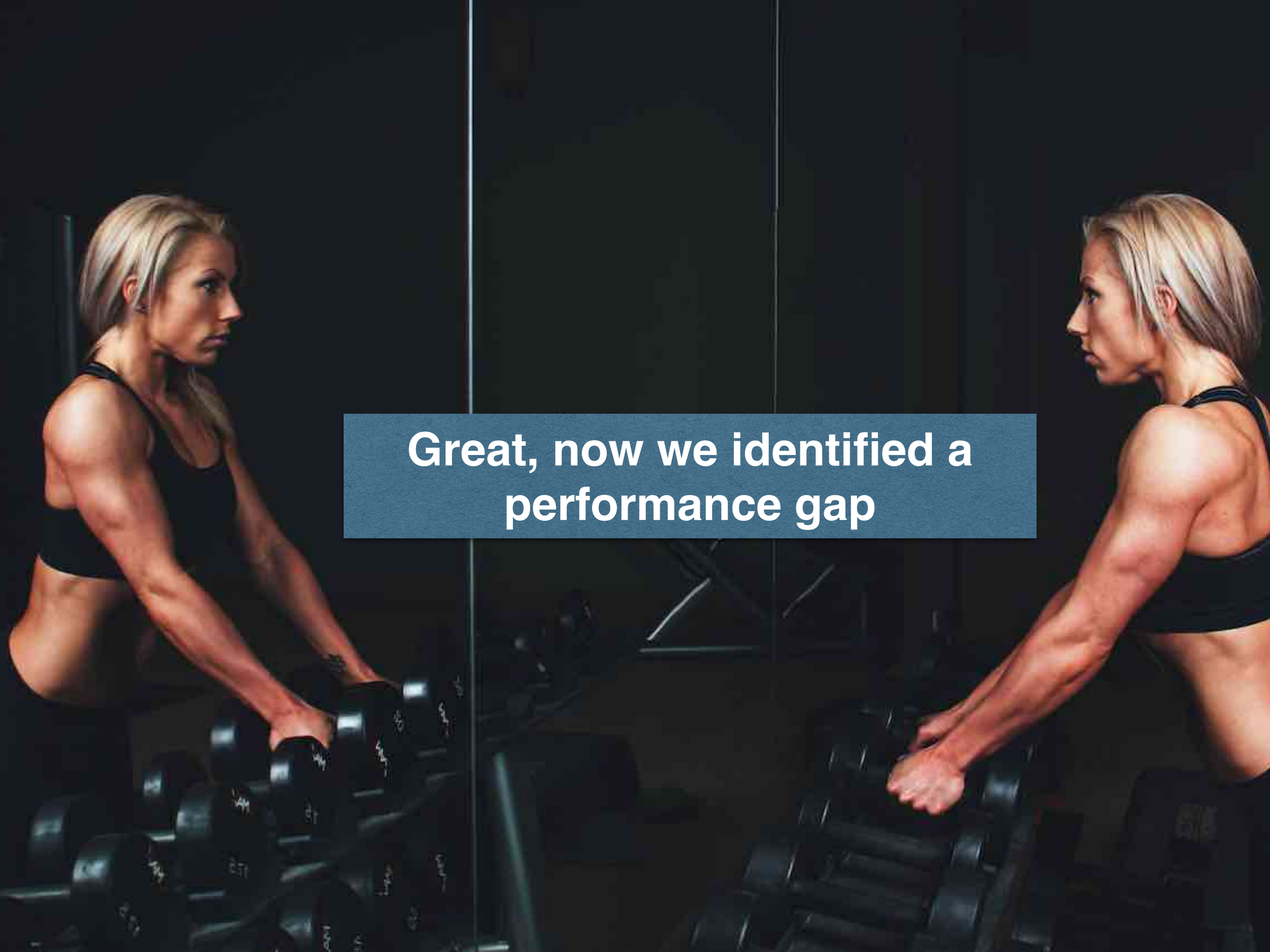
Once you decide what it is, how are you going to measure it?



Now we have a destination or outcome for performance



We need total self awareness as to where we are now



Great, now we identified a performance gap

List the strategies and related actions that will close that performance gap

Consider an online training package that addresses employee productivity

Millenials require it to be on demand, any device & anywhere

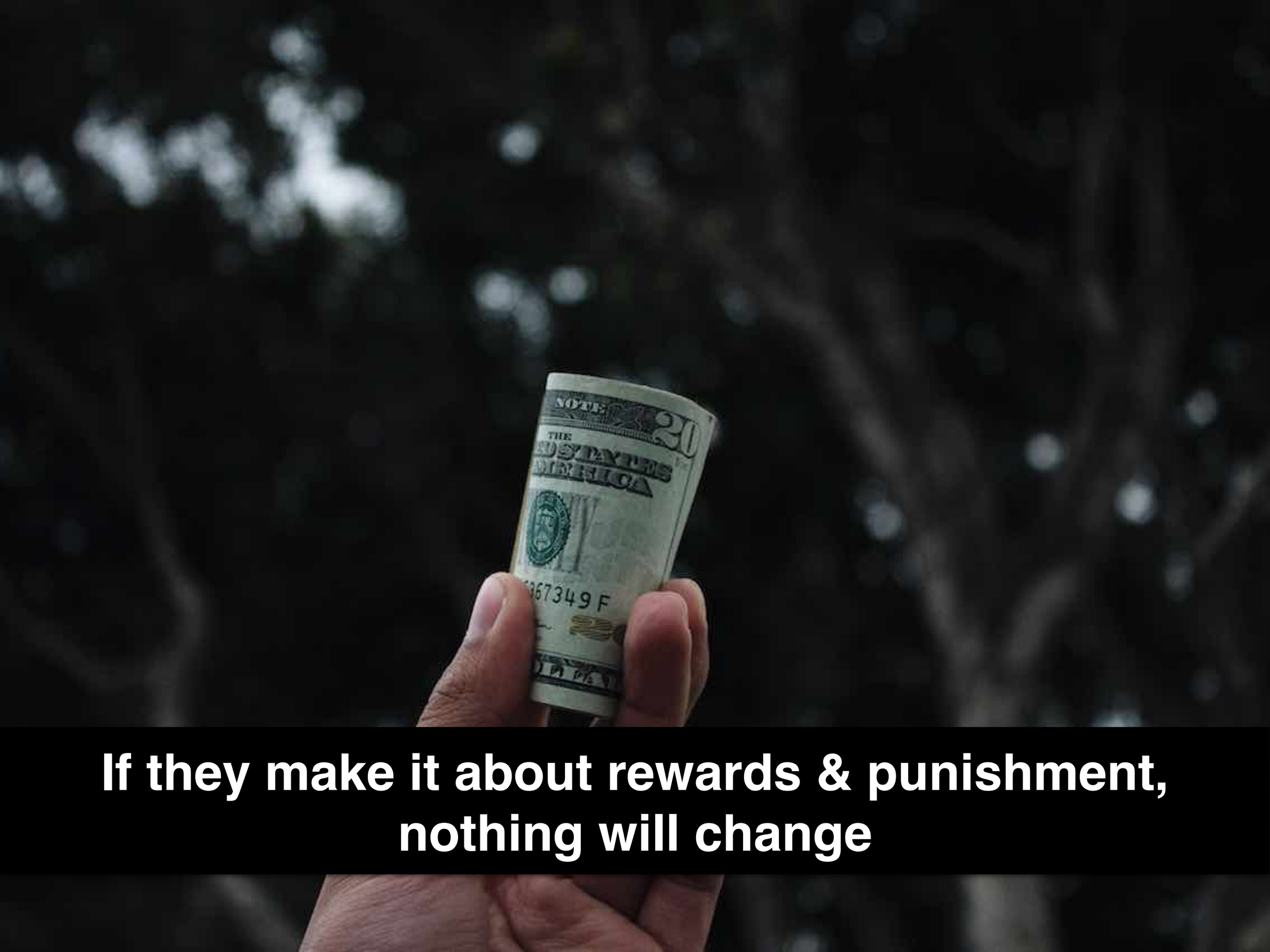
to be blended with video, audio, text, animation

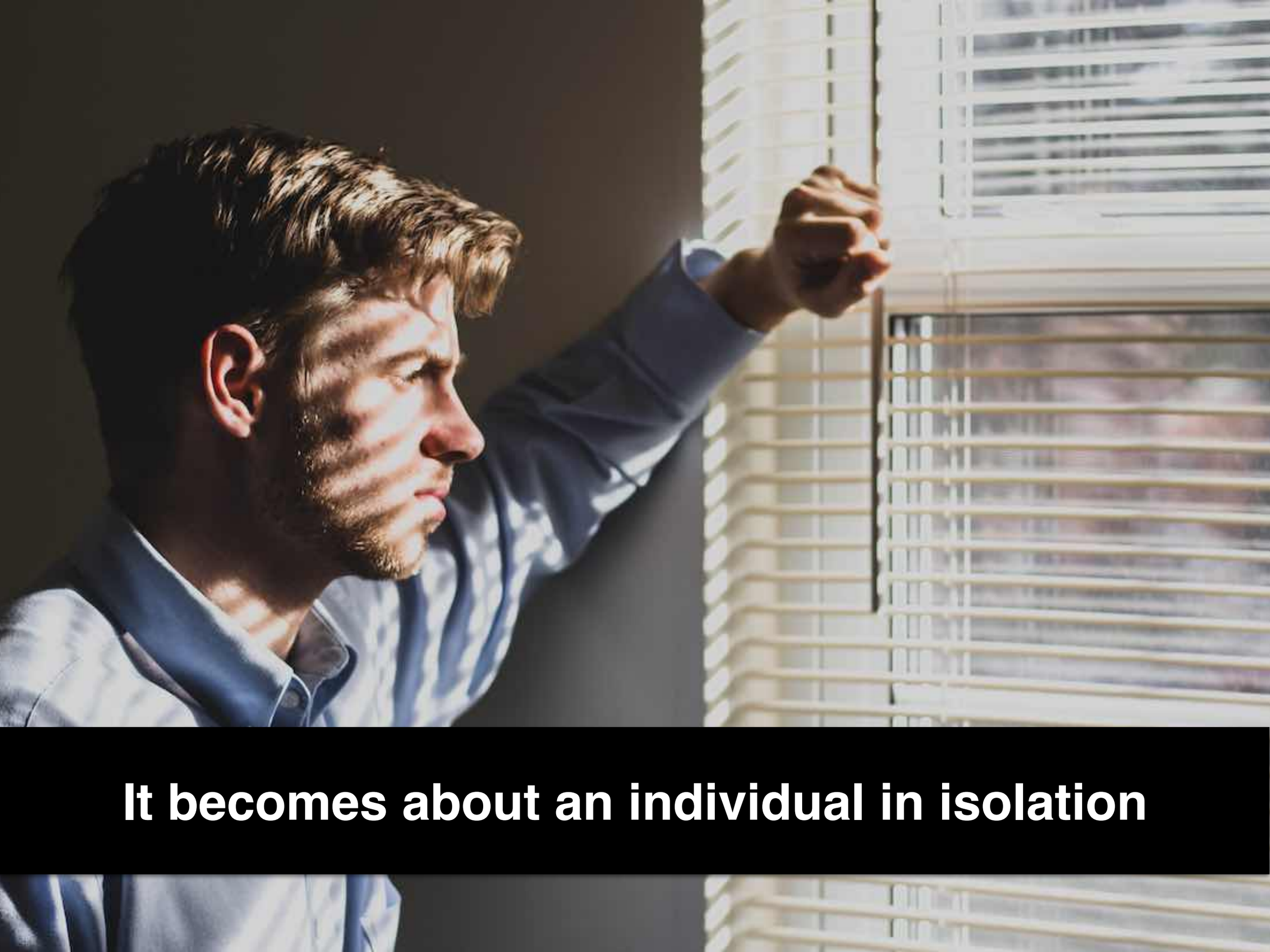
and supported with coaching & being part of a community

Now management have a decision to make which can make or break employee productivity

Do they make it all about rewards & punishment?

Or do they make it about intrinsic motivation?


If they make it about rewards & punishment,
nothing will change



It becomes about an individual in isolation

Leading to more blame, evasion & maladaptive behaviours like cheating

But if it becomes about intrinsic motivation

Then employees will actively seek autonomy over their job

They will pursue mastery as a new motivation whilst at work

and they will start to find a purpose in their role aligning their life at home and at work

because these are the
findings from motivational
scientific research: staff will

WORK HARDER

be free of fear at work

enjoy
their
work

and produce more accurate output
both individually and as part of a
working group

Because intrinsic motivation is the self-desire to seek out new things & new challenges, to analyse one's capacity, to observe and to gain knowledge. It is driven by an interest or enjoyment in the task itself, and exists within the individual rather than relying on external pressures or a desire for consideration

Voila…the solution is really just kids play

For more information