

MaxKnowledge Performance Blog

Learning Environment in Employee Training

by Amir Moghadam, Ph.D. - January 23, 2009

Here is a common situation. Many career college operators provide ongoing training for their admissions staff. When a director of admissions or a corporate VP of admissions provides the training, the effectiveness of the training may be seriously compromised. The reps who need the training the most may start the training already in a defensive mode. And, they may see many of the learning examples and scenarios as being directed to them. This creates an atmosphere which is not conducive to learning. Managers and supervisors are critical in the training process. They are the ones who can help to transfer the training to the workplace. But to create a comfortable learning environment, it's best to leave the delivery of the training to a skilled facilitator who is not directly involved in employee performance evaluations.

Perception is reality! Don't underestimate the importance of perception if you want to get results from your training programs. After all, results are what matter.

Dr. Amir Moghadam is Founder and CEO of MaxKnowledge. Moghadam has over 20 years of experience in career education, serving in many capacities including Professor, Director of Education, Academic Dean, Director of Student Affairs, Campus Director, College President/Owner, and International Training Consultant. He earned his Ph.D. in Engineering from the University of Cambridge, and his accomplishments have been recognized in Who's Who in American Education and Who's Who in the World.