

MaxKnowledge Performance Blog

Validation in Employee Training

by Amir Moghadam, Ph.D. - January 30, 2009

Consider this scenario. Michelle, a corporate financial aid manager presents a set of ideas and best practices for reducing the institution's default rates. The ideas involve all campus departments, not just the financial aid offices. Michelle's ideas seem very innovative but many employees are doubtful if they actually work in practice. A default management expert trainer comes in and talks about essentially the same techniques and strategies and shows how that the ideas have proven successful in other institutions. With this validation, most employees get excited to implement Michelle's ideas. Hearing the same thing from an outside source reinforces what the institution already knows and helps put the concepts into practice.

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.