

On-the-Job Training and Coaching

Some 70% of workplace learning happens on-the-job. Yet most organisations leave its success up to chance. How skilled are your employees in training and coaching colleagues and team members one-on-one?

In this program we build ability to explain and demonstrate knowledge and skills. We uncover how to monitor progress and give motivating feedback.

Audience

Designed for subject matter experts or managers who train or instruct colleagues and staff on-the-job.

Outcomes

Learn how to:

- Establish learning needs
- Identify how to best share knowledge and skills
- Build rapport
- Give clear instructions
- Demonstrate skills
- Adjust their style to suit the learner
- Check for comprehension and progress
- Give motivating feedback
- Use coaching instead of telling
- Create high performance through their training.

Tailored group training - in-house or through virtual workshops

Ask us how we will tailor this program to your organisation or team.

Benefits are that we tailor the:

- *Content* to suit your organisation's needs.
- *Delivery* to reflect your procedures, values, examples and terminology, which encourages participants to apply their new skills in their roles.
- *Duration* to suit the availability of your team members and your budget.

Tailoring is mostly for free and always economical as costs are based on a per day delivery and not per participant.

We can combine this program with our program 'Training Colleagues and Employees in Group Sessions' to build all-round training and coaching skills.

Request a quote

Please call 1300 655 098 to ask us how we can tailor a program to your needs.

Alternatively, email us at info@icml.com.au or start a 'chat' on our website icml.com.au/.

Virtual Workshops

We deliver programs in interactive, live online workshops, accessible from a device anywhere.

Highly impactful learning

- Replicating face-to-face workshop experiences through conferencing technology.
- Using extra features for engagement: polls, quizzes, chat, electronic whiteboard.
- Learning in multiple shorter bursts – allowing practice between sessions.

Benefits of virtual workshops

- Attend the training from the comfort of home or personal workstation.
- No travel time or expenses.
- Multiple short sessions – less impact on work.

Simple access

- You need: a device with camera and a quiet place.
- No software needed.
- Click on a link to gain access.
- Works on any personal device and most corporate systems.

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