



Finding The Right Training Method to Develop Your Staff

As employers, we cannot underestimate the importance of developing our employees. However, the method chosen when developing staff is equally important. A recent survey of 500 UK employees and 250 UK L&D decision-makers* shows that there is a clear discord between what employees want from their training and what they get.

Of those surveyed, online learning (including virtual workshops and eLearning) was the most common form of training offered by employers, with 70% of employers opting for this method. However, employees deemed the online method as the least effective way to learn, with only 29% of respondents showing preference for it.

Interestingly, the survey also highlighted that 67% of learning and development needs were not being identified until performance reviews. What's more, 5% of businesses had no means in place to even identify learning needs.

On a positive note, the data shows that employees have a desire for both personal and professional growth. So, what can we do as employers to give employees the development they want, for the benefit of both employer and employee?

A great option is coaching, and the employees surveyed agree, with 59% opting for coaching and mentoring as their preferred method of development in the workplace. Coaching is a method of achieving set goals through one-to-one sessions and is credited for producing optimal

performance and improvement at work, as well as employee alignment to Company objectives. When I coach clients, I give them the tools to take ownership of their own development, helping them set the goals and objectives they want to achieve.

To read more about coaching with me, and what my clients have to say, click here: <https://liiift.co.uk/coaching>

To book a free and confidential 30-minute exploratory session for you or your employees, contact us today.

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*<https://360learning.com/guide/learning-in-the-flow-of-work-report/learning-in-the-flow-of-work-report/>

