



Insight



Action



My  
Metaphor



Discover Your Best Life:  
Live the Language of Personal and  
Professional Success  
ISBN: 9781732430  
ISBN13: 9781732430402

For more information on Mike and Northlink Consulting visit:

-  [www.northlinkconsulting.com](http://www.northlinkconsulting.com)
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-  MikeHintzNLC
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2018  
ATTENDEES  
**WELCOME**

Inspirational and Uplifting Insights for  
Professional and Personal Growth

**47<sup>TH</sup> LTEN<sup>®</sup>**  
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**Mike Hintz**

President, Northlink Consulting  
Author of *Discover Your Best Life*

**June 13<sup>th</sup>, 2:00pm**  
Grand Sonoran G



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## High Yield Training Practices

### Are....

Creative solutions  
 Custom solutions  
 Combining existing tools in a  
 New ways on doing things  
 May require manual actions


### Are not ....

Out of the Box  
 Generic  
 Automated  
 Prepackaged

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## Why Use High Yield Training Practices?

- **Glasshouse Dynamic**
- **Strong ROI Required Everywhere**
- **Small / Midsized Organizations Limitations**
- **Large Organizations Under Pressure to Produce**

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Most of the budget increases were modest— less than 16 percent. Some 30 percent saw increases in the 6 to 15 percent range, while 38 percent of organizations reported increases in the 1 to 5 percent range. Most respondents who reported an increase in their training budgets attributed it to the following reasons:


- Increase in the scope of their training programs (67 percent vs. 57 percent last year)
- Added training staff (54 percent vs. 57 percent last year)
- Increased number of learners served (49 percent vs. 52 percent last year)
- Purchased new technologies/ equipment (38 percent vs. 41 percent last year)

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2017 Training Industry Report (<https://trainingmag.com/trgmag-article/2017-training-industry-report>)

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This year, more respondents (39 percent) reported budget decreases between 6 and 15 percent vs. 29 percent for 1 to 5 percent decreases and 32 percent for more than 16 percent decreases. The majority of respondents (39 percent this year vs. 40 percent last year) cited budget adjusted to reflect lower costs as the main reason for the budget decrease. This was followed by:


- Some 36 percent (vs. 37 percent last year) chose “other” as the reason for the decrease, citing “eliminated LMS,” “budget constraints from the state,” and “business requirements.”
- Reduced training staff (25 percent vs. 29 percent last year)
- Attended fewer outside learning events, decreased scope of training, and decreased outside trainer/consultant investment each were at 18 percent vs. 23, 19, and 14 percent, respectively last year).

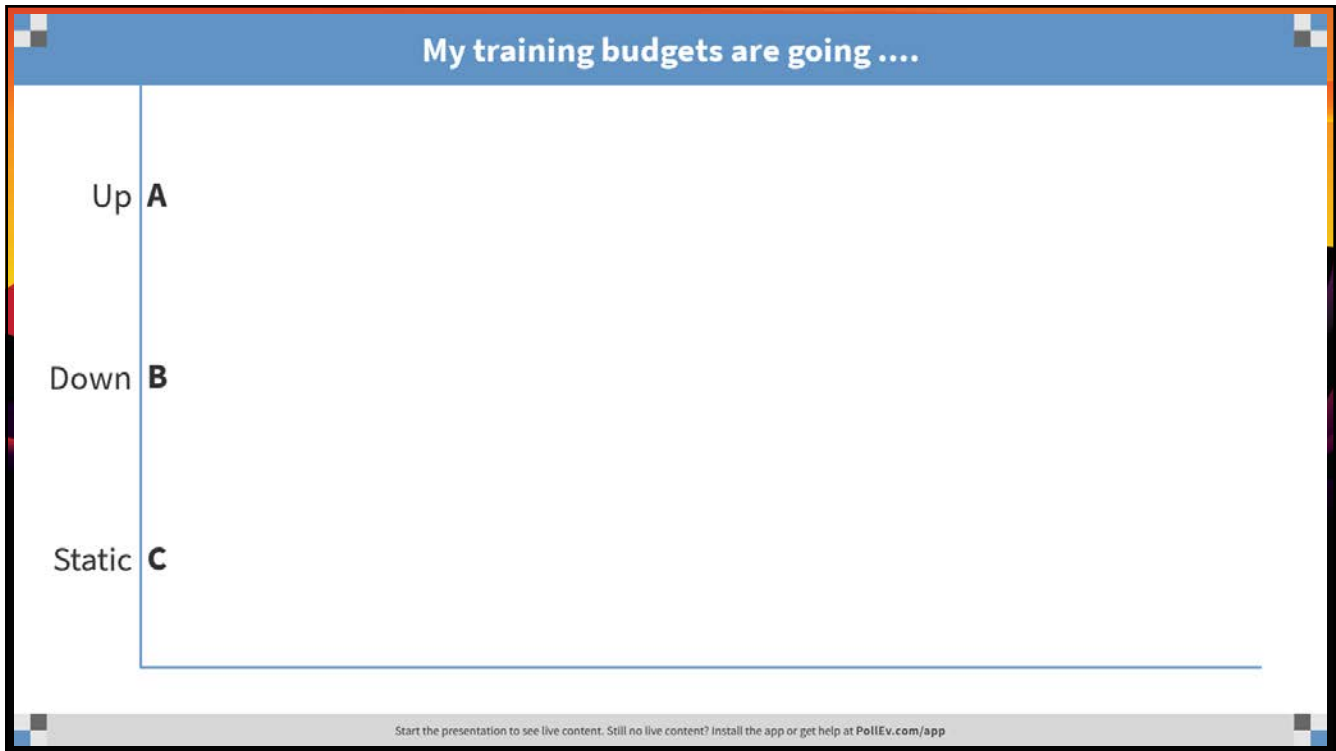
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## Creativity is Key

**“To remain essential in this fast-paced changing world we need to become Innovators with our own creative potential fully engaged.”**

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## Brainstorming


1. What blocks your creativity
2. What enhances your creativity?
3. What have you done recently that injected creativity to a project?

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### What blocks your creativity?

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## What boosts your creativity?

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## What actions have you taken in recent projects?

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## IAM2 PROCESS BUILDS CREATIVITY



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## INSIGHT


- Know Yourself and Team
- Know your Budget Capabilities
- Know the Goals of the Project
- Know the Stakeholders
- Know the ROI



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## ACTION

- What Didn't Work Before
- Is Your Bias a Roadblock
- What New Approach Would Address the Needs
- Can I Repurpose Something Today
- What are the Best Ways to Execute
- What Internal Talents Can I Leverage



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## MY METAPHOR

- Have a Clear Image of The Final Product.
- Have an Engagement Plan
- Spend Time Gaining Consensus.
- How Will Your Participants Feel?
- How Will You Celebrate the Accomplishment?



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## LMS Alternatives

**Postwire**


**Basecamp**

**Other Collaborative Websites**

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## What LMS alternatives have you used in the past?

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## Tests & Knowledge Checks

- Manual
- Online
- Survey Tools

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## What Knowledge Check alternatives have you used in the past?

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## Online Content

Words & Images

Videos

Product Information


Research

PPT / PDF Files

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## Case Study – Biotech Industry



## Biotech Case Goals

**New Hire On-Boarding Platform**

**Branded**

**Vendor Credentialing**

**Product Knowledge**

**Clinical Knowledge**

**Research Studies & Best Practices**



## Case Study:

Biotech Client w/ limited budget

- New Hire On-boarding
- Vendor Credentialing
- Product Knowledge
- Anatomy Knowledge
- Research Resources



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## Q & A / Discuss Tools

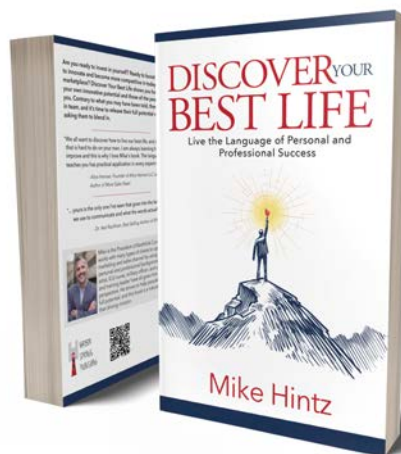


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3. Select the Session You Are Evaluating
4. Click on "Start Survey"

If you do not want to complete the survey in the mobile app, you can collect a hard copy form at the registration desk.

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