



**You've Hired New Trainers...Now What?!?**

**New Trainer Thriving vs. Surviving**



# Co-Hosts



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# ~~SURVIVE~~ THRIVE



# Session Focus



Onboarding



Talent Needs



Obstacle  
Solving



Development  
Roadmap



Best Practices



Does This Sound Familiar?

Discuss = Onboarding for Training



## Work = New Trainer Talent Needs



### 1. Table Teams Discuss & Write:

- What is needed and why?
- How, when and with what?
- Small vs. large corporate needs?
- Internal + external resources to leverage?

### 2. Share & Compare



## New Trainer Talent Needs-Best Practice Highlights

- 1:1 or 1:2 training mentor(s)
- Job shadow
- See one, do one, teach one
- Practice assistance
- Leader alignment
- Professional development
- LTEN tools + resources
- Formal certifications
- Feedback/Coaching/Peer Review
- Training 'boot camp' & expectations



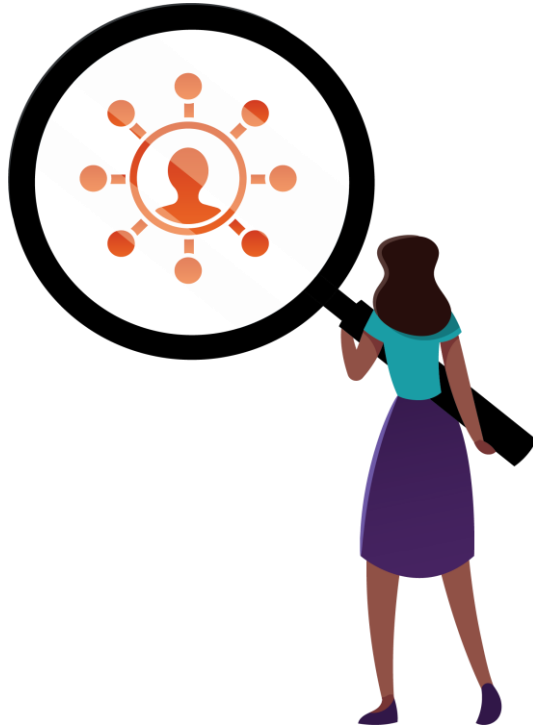
# Work = Obstacle Solving



## 1. Table Teams Discuss & Write:

- What obstacles may appear?
- What prevents onboarding + development?
- How to pivot or overcome?
- How, when and with what?

## 2. Share & Compare



## Obstacle Solving-Best Practice Highlights

- Set appropriate expectations-set them up for success
- Be prepared to demonstrate value
- Prioritize
- Leader re-direction + alignment
- Plan for vs. against key dates
- Assist navigation of people, power, politics (mentor/coach)
- Build development roadmap
- Saying no

# Work = Development Roadmap

## 1. Table Teams Discuss & Develop:

- Build talent development roadmap
- Account for needs, obstacles + outcomes
- Activation plan + putting it into practice

## 2. Share & Compare

## Development Roadmap-Best Practice Highlights

- Have a plan-don't "wing it"!
- Use annual review/goal setting
- Include regular feedback (peer reviews, watch on video, etc.)
- Anticipate obstacles
- Change flexibility
- Socialize + align
- Timeline milestones
- Map skill building to actions

# Thriving vs. Surviving



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Session Name

How valuable did you find the information presented at this session?

Poor      Excellent

☆ ☆ ☆ ☆ ☆

What information in this session was most useful to you?

What would have made this session better?

Done

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