How to Inspire Learning
within your organization

1 Incorporate Learning into Your Organization's Culture

By incorporating learning into your organization's culture, it will be considered a norm amongst employees. As an employer, having invested in an HAI Group Online Training subscription demonstrates your commitment to your employees' long-term success.

- *Create a Learning Program for New Employees* – develop a training program with a series of courses for new employees that they are required to take during their first 90 days in the position, so that they get used to using the system right from the start.

- *Conceptualize Training* – show employees how their training plays a role in the organization's overall success by having their manager show the connection between their personal goals and the organization's goals.

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Answer the 'What's in it for me?' Question

Not everybody wants to admit it, but before taking on what might be perceived as extra work, employees want to know, 'what's in it for me?' before diving into online training. It is imperative that you address this question upfront to eliminate any hesitation or doubts.

- *Performance reviews* **–** an employee can strengthen their performance review by showing their initiative in participating in professional development, whether it is taking courses or earning a certification.

- *Career advancement* **–** if an employee has goals of moving up in the organization or taking on more responsibilities in their current role, their manager can work with them to develop a pathway of courses and/or certifications to earn that will help to prepare them for their future.

- *Employee Mentoring* **–** after an employee gains new skills, they should be encouraged to mentor their co-workers to foster new ideas and help to improve workflows. Plus, this demonstrates the employee's leadership abilities, which is a desired trait in any position.

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3

Accommodate Different Learning Styles

Everybody has unique learning styles and that is important to take into consideration when assigning training for your employees. While some people prefer to learn independently, others thrive in a group setting where they can collaborate. As a Subscriber, you can now offer pre-selected HAI Group Online Training courses in a group setting to create a hands-on training experience.

- Provide easy access for employees without a computer
- Foster teamwork and transfer of knowledge
- Develop best practices
- Track attendance

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