

## e-Training

Training has been used as a development tool for generations in time. One of the most prolific problems with training programs is that they tend to be generic. They are structured to work for most people most of the time. The difficulty arises when it becomes apparent that people absorb information differently, have varying learning styles and have personal 'best learning times'.

e-Training is the perfect tool to resolve all these issues. Participants are able to learn in the style best suited to them, at their own pace, and in the time that is most convenient for them. e-Training closes the gap between where you currently are and where you would like to be.

### One example and case study of how our e-Training improved business performance

- A company employed 65 people, including 6 Middle Managers and a General Manager; their annual turnover was R 27 million.
- The company management team were very focused on continual learning and wanted to embed this as a culture in the organisation.
- In order to emphasise training and not lose the momentum of a development program, Mentors utilized their e-Training suite to uplift the level of skills within the business.

## Read on to see how

### Mentor's e-tools

### succeeded to:

- improve
- grow and
- rejuvenate this business

Use one or more of our e-tools to: increase, rejuvenate and grow your business

## Step 1 Who?

One of the greatest advantages to e-Training is that it facilitates an enormous amount of human development to be completed at a relatively contained rate. The company presented the e-Training offer to all employees, encouraging their participation. Management wanted to monitor who signed up for the training, how active they were on the system, how their answers and development grew, and how well the staff implemented feedback and recommendations into their real life situations.

## Step 2 What?

- The e-Training categories ranged from behavioural preferences to management scenarios and open-ended skill based questions.
- The majority of topics were available to the participants on a credit system, meaning that each employee received a certain number of credits allocated to them from the company.
- Should the individuals want to use the system more holistically, the company agreed to share the cost of extra credits with the employees.
- There was a need for the employees to contribute towards their own development and to take the opportunity seriously, as the company took the program seriously.

## Step 3 How?

Each participant was responsible for managing his or her own productivity and work pace on the system. The training assessments were considered to be presented in an adult based education environment and therefore there were no reminders, no external rewards for participation, and no form of punishment for non-participation.



# Results

1. It was interesting for management to discover who was interested in self-development and in which fields.
2. 62 participants answered the initial battery of questionnaires with credits supplied by the company.
3. 56% of the participants chose to use their own resources to buy more credit to further their personal self discovery voyage.
4. The training environment became more targeted and tailored over time to address the specific areas required by the participants.

#### Feedback:

- Employees were more engaged.
- Productivity increased by 12%.
- Talent pool developed.



## What happens now?

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