



On-the-Job Training

2 Day | \$1,195 | \$995* } *Early Bird

Who Should Attend?

- Anyone who designs or delivers training
- Subject matter experts who train new employees
- Leaders who want a faster, better, easier onboarding process

Results & Takeaways

- Identify jobs best suited for OJT
- Follow the 7-step process for participant-centered OJT
- Diagnose performance gaps that can be solved with OJT
- Discover the 80/80 rule for design
- Create a draft behaviors checklist to shape learning objectives
- Recognize when to use structured vs unstructured approaches
- Choose transfer strategies to boost pull-through back on the job
- Discuss strategies for coaching, observation and feedback

* Early Bird Price: Register 45 days in advance to receive discounted pricing.

On-the-job training (OJT) is a proven way to quickly ramp up employees and minimize the time needed by other employees to deliver training.



Pair On-the-Job Training with the Creative Training Techniques® Conference to earn a professional certification in Training Delivery.

[BobPikeGroup.com/Certification](https://www.bobpikegroup.com/certification)

Workshop Outline & Objectives

Module One: Diagnose Performance Gaps

- Recognize what currently works and envision the future state
- Diagnose performance gaps that can be solved with OJT
- Determine what resources and personnel are needed to succeed

Module Two: Design OJT Solutions

- Acquire a repeatable 7-step process for designing OJT
- Define your audience and learning objectives
- Discover the 80/80 rule for design
- Identify content and resources essential to the job
- Choose the best delivery method for each role/responsibility

Module Three: Deliver OJT Faster, Better and Easier

- Practice using the POP-CORC model
- Apply instructor-led, participant-centered methodology to your OJT program
- Discuss strategies for coaching, observation and feedback

Module Four: Ongoing Support

- Evaluate and revise
- Choose transfer strategies to boost pull-through
- Gain management buy-in and support



Interested in team training? We come to you. Save time and customize your experience when you bring the On-the-Job Training workshop to your location.

Call **800-383-9210** for more information, or visit **BobPikeGroup.com/onsite-classes**.