

## TRAINING DELIVERY TRACK



**Richard Sites**  
Association for Physician  
Leadership

*10:30 am – 11:30 am*

### Would Learners Pay for Your Training?

Training efforts often begin with the need to change or improve the performance of employees. However, this initial need can quickly fall to the wayside when the process of collecting information, designing instructional treatments, and seeking approval of the e-learning course begins.

This usually leads to the design and implementation of information-based e-learning rather than e-learning that is focused on the actual performance which needs improvement. Since information is easy to identify, collect, organize and present, it provides learning and development teams with clear deliverables for managers and senior leaders to review and approve.

But taking the path of least resistance is not a productive route for the creation of performance-changing e-learning.



**Theresa Hummel-Krallinger**  
High Five Performance, Inc.

*12:30 pm – 1:30 pm*

### Funny Fuel: Gas to Gain Glee in Your Training and Speaking

Organizations continue to promote technically proficient employees into management roles. Many organizations have new leaders learn by skinning their knees and making mistakes along the way -- often costing the organization in lower productivity and turnover. Progressively thinking organizations know the key to retention and productivity is good front line managers. A holistic management development program will give these new managers the foundation they need to succeed.

This program has been going strong since 2007 -- and now has over 200 graduates. Does it work? The proof is in the data -- higher employee retention, higher productivity, less HR issues related to management. And not only do the participants get trained --- each leader and mentor that participates is learning as well.



**Sherri Sutton**  
Positive Impact Force

*1:45 pm – 2:45 pm*

### Using Art to Increase Learning

Using art in training is a way to engage your learners and allow them to individually connect to the learning in a much deeper way. During our workshop, I will review the science of using art, share examples of how I've used it, and allow you to experience three hands-on activities using photography, visual art and movement. At the end of the session you will be able to incorporate art into your own sessions and understand how to use art to meet your learning objectives.