








5 Key Elements of a High Impact Training Initiative

Upline Leader Engagement 	Clear Work Application 	Strategic Line of Sight 	Practice with feedback 	Clear Value for Learners 
<p>Why it matters:</p> <p>When senior leaders set clear expectations and actively support learning, middle managers follow suit—and learners get the reinforcement they need to sustain change.</p> <p>What this looks like:</p> <ul style="list-style-type: none"> • Senior leaders communicate why this learning matters • Regular conversations between learners and their managers about progress, growth, and challenges • Managers model the behaviours and mindsets being taught 	<p>Why it matters:</p> <p>Learning sticks when people immediately see how it connects to their daily work and responsibilities.</p> <p>What this looks like:</p> <ul style="list-style-type: none"> • Workshop conversations focus on real workplace scenarios • Learners identify specific practices they'll apply in their role • Clear agreement between learner and manager on what will be practiced 	<p>Why it matters:</p> <p>People are more engaged when they understand how their work contributes to larger business goals.</p> <p>What this looks like:</p> <ul style="list-style-type: none"> • Clear connection between individual tasks and organisational strategy • Understanding how strategic, tactical, and operational work interconnect • Learners see their role in the bigger picture 	<p>Why it matters:</p> <p>Skills develop through repeated practice and course-correction, not one-time exposure.</p> <p>What this looks like:</p> <ul style="list-style-type: none"> • Agreed-upon performance goals with timelines • Regular check-in conversations (not just annual reviews) • Safe space to discuss what's working and what needs adjustment 	<p>Why it matters:</p> <p>When compensation is fair, motivation comes from autonomy, belonging, and mastery.</p> <p>What this looks like:</p> <ul style="list-style-type: none"> • Autonomy - Sense of contribution to something meaningful (purpose) • Belonging - Identity and connection within a team/community • Mastery - Genuine opportunities to develop competence and skill

Inspired by 'Improving performance through learning' - Professor Robert Brinkerhoff