

Smart Start Solution™ Training Solution

Smart Start Solution™ is a 30-day new employee program. It has been documented that people are more motivated to change behaviors and more open to learning during periods of change—taking a new position is such a change. Delivering Learning Solutions recognized this potential and has developed the Smart Start Solution™. This solution provides a template for organizations to populate or the opportunity for Delivering Learning Solutions to customize the content specific to an organization or specific job.



Deliver Your Unique Message

CAPITALIZE ON MOTIVATION

If you are not capitalizing on the first 30 days of a new employee you are missing out on the most motivational period of their employment with you. This period allows you to affect their behavior, attitude and new skill development. By providing a formal introduction beyond the typical HR training can have dramatic effects on your new staff. By providing a more in depth training program your organization demonstrates its willingness to invest in its staff beyond the norm.

Smart Start Solution™ include the general company information, job titles and roles, organizational charts and planned daily activities. These simple sections provides your new staff:

- With an understanding of where they fit in to the big picture.
- Provides daily contact with a mentor or manager to request assistance or receive additional information.
- Demonstrates the organizations willingness to invest and nurture the skills and knowledge that will make the new employee successful in their new role.

Competitive Advantages of Smart Start Solution™ :

- Capitalize on motivational periods is key to affecting behaviors, attitudes and building new skills.
- Adults are more receptive to learning during periods of change or transition.
- Customized training component fits within your overall learning strategy.
- Provides learners with activities that are related to the specific tasks they tasked to do in the working environment.

BLENDED TRAINING STRATEGY

Smart Start Solution™ is another example of a blended learning modality. The new staff receive information and directions for their mentor or manager and will complete self-paced exercises designed around the critical tasks.

Whether you are looking for a program that includes CAD and PLM for the engineering groups or the CRM and ordering systems that your new sales employee will need to complete, the Smart Start Solution can be easily adapted to fit your organizational goals and objectives.

