Create and Deliver Presentations that Make Enduring Impressions and Create Lasting Change

POLL: What is your role?
- Consultant
- Educator
- Administrator
- Other

Training is an investment

$130 BILLION
Not much happens as a result of the investment.

**POLL:**
What percent of people maintained lifestyle changes two years after the surgery?

10%

**POLL:**
After three years, what percent of these patients continued their lifestyle changes?

77%
Feel the Problem

ATTENTION

I didn’t know that
I’m glad I know that now
I’d like to know more
WII-FM?

I'd like to know more

Why You Should Eat McDonald's Hamburgers:
- They taste really good
- We make them any way you want
- We make them fresh
- They are inexpensive
- We have free kids toys
- We have lots of restaurants in lots of places
2 Types of Thinking

POLL: Good or Bad Design?
POLL: Good or Bad Design?

Year-over-Year Growth (2010 – 2016)

What is the headline?
81% Growth in Headcount in 2016

POLL: Good or Bad Design?

The 3 Essential Growth Drivers in 2017

Retention:
• We must retain staff in key roles
• People managers need better training in how to coach their employees
• Re-examine pay scale for key roles

Engagement:
• Staff need to be engaged in both their role as well as the organization’s mission
• Better engagement leads to higher willingness to recommend, higher retention

Development:
• A formal career track for each department will lead to consistent, transparent ways in which staff can move up in the organization
• R&D strength is essential as we grow and new roles are created
The 3 Essential Growth Drivers in 2017

Retention
Engagement
Development

77% 10%
POLL: Which role is most important?

1. Supervisor BEFORE the session
2. Presenter BEFORE the session
3. Supervisor AFTER the session
4. Presenter DURING the session
5. Learner

POLL: Which has proven most effective in aiding retention?

- Taking Notes
- Highlighting Text
- Taking a Quiz