

Effective Training

Training causes enormous anxiety. Talking in front of a group of people is considered to be one of the scariest things to do, especially if you are not pre-

How to present your material

Assuming that you will be presenting safety information to an adult audience, you should have a general understanding of how adults process infor-

as problem solving.

- Adults learn best when the topic is of immediate value.

So in addition to relaying factual information, get the group involved. Use all of their senses in getting your message across.

Pyramid of Learning

The Pyramid of Learning

The Pyramid of Learning tells us that the more interaction that is used in a presentation, the more information your audience will retain. So when planning out your presentation, ensure that there is an element of interaction supported by a touch of visual aids.

Now go forth and train

Training offers the best opportunity for companies to strengthen their workforce, reinforce safety concerns, emphasize safe work habits and correct wrong behavior. If you don't inform your employees on how a process should be safely done, how can you realistically expect accident free results. Just like with good communication, training breeds success.

Learning Pyramid

	Average Retention Rate
Lecturing	5%
Reading	10%
Using Audio Visual	20%
Demonstrating	30%
Discussing in Groups	50%
Practicing by doing	75%
Teaching others / Immediate application activity	90%

Source: National Learning Laboratory: Bethel, ME, USA, 1994

pared. But with good planning, training can be a very rewarding experience for both the presenter and those attending.

Starting point

Training usually evolves from a specific operational need that is important to the success of the company. Gathering information and facts to motivate people to meet this need is where it all starts. The more information you are equipped with, the easier and more confident you

mation.

Adults are more self directed. According to Professor Knowles a Professor in Adult Learning, when planning a training session for adults, you should understand that:

- Adults need to know why they need to learn something.
- Adults need to learn experientially.
- Adults approach learning

Analyze • Inform • Motivate



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About DTRIC Insurance Risk Consulting Services

The Risk Consulting Services team at DTRIC Insurance is designed to help you reduce accidents and injuries in the workplace. Our approach involves our proven **A.I.M.** process that is easy to understand and simple to implement.



ANALYZE

We start by helping you understand and assess your current situation with services including:

- Safety audits
- Property and liability hazard surveys
- Accident investigation training
- Graphical analysis
- Job hazard analysis

INFORM

Keeping your team members informed is essential to success. We'll help you:

- Develop a safety committee
- Provide educational resources
- Work with your management team to develop their skills and knowledge of regulations
- Address loss trends with training on key issues
- Open communications within your organization

MOTIVATE

The more safety is promoted in your workplace, the more motivated your team members will be to make safety a top priority. Whether you motivate with promotions, incentives or recognition, we'll help you develop a results-driven method to encourage safety at all times.

DTRIC's Risk Consulting Services team will work closely with you to create a program to effectively improve your bottom line.