



Answer Quest Tip Sheet

April 2000

Training Your Future



Instructor-Led Training: Is it for You?

A friend of mine sent the following email to me and I realized that it is very true. Just bear with me and I'll explain why I wanted you to read it after you are finished.

The following is something to make us stop and think.

Take this quiz:

1. Name the five wealthiest people in the world.
2. Name the last five Heisman trophy winners.
3. Name the last five winners of the Miss America contest.
4. Name ten people who have won the Nobel or Pulitzer Prize.
5. Name the last half dozen Academy Award winners for best actor and actress.
6. Name the last decade's worth of World Series winners.

How did you do?

The point is, none of us remember the headliners of yesterday. These are no second-rate achievers. They are the best in their fields. But the applause dies. Awards tarnish. Achievements are forgotten. Accolades and certificates are buried with their owners.

Here's another quiz. See how you do on this one:

1. List a few teachers who aided your journey through school.
2. Name three friends who have helped you through a difficult time.
3. Name five people who have taught you something worthwhile.
4. Think of a few people who have made you feel appreciated and special.
5. Think of five people you enjoy spending time with.
6. Name half a dozen heroes whose stories have inspired you.

Easier? The lesson? The people who make a difference in your life are not the ones with the most credentials, the most money, or the most awards.

So, what did you think? Is it true? How many people in the first quiz did you guess?

Now I know you are wondering "How does this tie in with Instructor-Led Training (ILT)?"

Think back to the last time you personally trained with a Computer-Based Training (CBT) program.

Do you remember the person in the CBT? Were they: Friendly? Helpful? Knowledgeable? Did you learn from the CBT? Did you interact well with the CBT? Did it help answer your questions?

Now, think about the last time you went to a class with a "real live person" as your instructor.

Do you remember that person? Were they: Friendly? Helpful? Knowledgeable? Did you learn from the class? Did you interact well with the class? What about the instructor? Did the instructor help answer your questions?

Recently there has been a debate going on as to whether training should be done using CBT as the primary learning or should the training stay as Instructor-Led classes. The solution is to use them together in any training program you are planning.

If you are responsible for training or are considering what type of training you personally want to take, remember that not everyone can learn from a CBT.

Years ago, I worked for a company where I introduced CBT to students so they could learn at their own pace. The reception was not overwhelming.

When asked if it was a good way to learn, we were told "No." Most of the students explained that it wasn't the same as having a real person in front of them that you could ask any question of. Although a small percentage said it was fine, the CBTs didn't stay around long.

Keep this in mind when you plan your next training rollout. Not everyone is cut out to sit in front of a computer and simply watch a CBT trainer.

That extra touch of having an Instructor there to help the student learn is what makes Instructor-Led Training a must in any training solution.



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CONGRATULATIONS!

Glenda Tamsaar is our March contest winner and won a free software resource book!

Don't Forget To Visit Our Website And Enter YOUR Name for this month's drawing!
