

7 top tips for fantastic & free **staff training** in lockdown & beyond



Staff training may not seem like a priority right now.

But evidence shows that effective training can:

- Can increase **productivity by 200%**
- Result in **greater profit margin**
- Increases **staff retention**

And, crucially, it helps staff to **feel loved, listened to & invested in.**

An investment in knowledge always pays the best interest.”

Here are 7 tips to use in lockdown & beyond

Free & fun ways to offer online staff training that will help:

- Bring teams closer together
- Encourage open dialogue
- Increase productivity

Let me know how you get on!

Nicola

TIP 1.

Teach colleagues your work super skill

Opt for something that comes naturally, that you find really easy.

Whether it is a:

- techie skill
- project management
- building rapport

And teach them your top tips so they can learn from your brilliance!



TIP 2.

Reverse mentor

Be brave & bold!

Turn things on their head: A junior team supports, teaches or mentors a more experienced colleague.

It takes courage; open dialogue & strength.

The results will be fascinating.



TIP 3.

Discuss experiences

Take time to talk.

Create a safe space; set a non-judgemental tone & talk.

Maybe about Covid-19; lockdown & current uncertainties.

Or perhaps new ways of checking in on each other regularly.



TIP 4.

Have a round table

Time to move forward?

Discuss what your team could do to change post-lockdown.

Could new ways of working be considered?

Or feedback delivered in a new way?



TIP 5.

Celebrate mistakes

Praise, don't hide.

Create a space where mistakes are :

- Celebrated
- Learnt from
- Seen as springboards for change

Evidence shows celebrating mistakes with empathy creates a trusting, open and honest working environment.



TIP 6.

Encourage debate

Look through a new lens

Team members choose a topic -

- a development in your industry
- a recent article or news feature
- maybe a contentious topic

Divide into teams & debate like mad!



TIP 7.

Get creative

And look at things with a fresh eye.

Choose a creative activity that will inspire your team:

- Draw yourself as a tree
- Collage your vision of a perfect day
- If the walls of your office / home could talk - what would they say?
- Imagine you have to cook a dish made up of words. What is your recipe?



7 TOP TIPS:

- 1. Teach your work super skill**
- 2. Reverse mentor**
- 3. Discuss experiences**
- 4. Have a round table**
- 5. Celebrate mistakes**
- 6. Encourage debate**
- 7. Get creative**

Notes





NICOLA PITT

Nicola has over a decade of experience enabling people, individually and in teams, to fulfil their professional potential without feeling stuck, overwhelmed or uncertain.

An Executive Coach, Trainer, NLP Master Practitioner and Clinical Hypnotherapist, Nicola brings her expertise to support managers to develop world-class skills.

Nicola brings her medical expertise alongside years of supervising, mentoring and empowering individuals to help everyone succeed.

Clients include HSBC, Pearson, Royal Mail & NHS Leadership Academy.



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