

Tips, trends and links to keep you on top of your training

This series of tipsheets is distilled from my e-newsletters, to give you timeless information of value to your environmental training program.

In this summary:

- ✓ is training the solution to the problem?
- ✓ scary statistics
- ✓ goldmine website
- ✓ great links

✓ **Is training the solution to the problem?**

Shirley Artemiev from Wellington gave a formula for defining human performance training and development needs which I found interesting. It's just one of the ways to help us think and talk our way around whether or not training is the solution to a performance problem, and hence is an invaluable part of the all-too-vital training needs assessment. Here it is:

$$HP = A \times M \times O \times D$$

where:

HP = the desired human performance

A = ability

M = motivation

O = opportunity or obstacles

D = direction, or how well people understand what they are actually supposed to be doing (this also involves the role of the person giving the directions – that is, how well have people been told what they are expected to do?).

In the workplace, if people are not doing what they are meant to be doing, then A is the one that indicates training may help. M, O and D need different solutions. Shirley also suggests that if we are feeling frustrated or miserable at work or in life generally, we can also apply the formula to ourselves to find out what we need to change.

✓ **Scary stats**

Did you know that a disengaged workforce produces 68% less than an engaged workforce? This statistic is from a book by one of the many that Anne Andrews has in The Corporate Toolbox, *Employed but not Engaged*, by Michael Smyth. All of which means that getting the human element of your business right pays huge dividends, she says.

The solution? All my experience shows that, done well, environmental training is the vehicle par excellence for gaining staff engagement. Everyone should do it!



✓ **Goldmine website**

3-d mapping of environmental conversations on TED

Yet another amazing TED talk, recently posted, shows how two men (one a Kiwi) have mapped the conversations people are having by taking data from YouTube clips and creating mathematical algorithms. They single out environmental conversations as a worked example, revealing some interesting links!

✓ **Great links**

- hear the interview with Shirley Artemiev at <http://www.radionz.co.nz/national/programmes/afternoons/20130819> - the formula comes at 6 minutes into the 13-minute interview and its explanation is only 2 minutes long. Shirley also has some very interesting things to say about soy as opposed to paraffin candles before the formula crops up, though...
- that TED talk: http://www.ted.com/talks/eric_berlow_and_sean_gourley_mapping_ideas_worth_spreading.html - and [here](#) is the website of the wonderful Linda McDermott, who gave me the link
- find The Corporate Toolbox at <http://www.thecorporatetoolbox.com/> and Michael Smyth's book at [Employed But Not Engaged](#)

You can subscribe to my free e-newsletter from my website, www.clarefeeney.com. I send it out three or four times a year, with cutting-edge news on training and environmental trends and updates on my speaking engagements and upcoming workshops on the topic of my book.



Clare Feeney is a sustainability strategist who helps organisations of all types grow their sustainability capability. She can help you grow jobs, increase profits and improve the environment – and have fun along the way! You can find out more at www.clarefeeney.com and contact her at clare@clarefeeney.com.