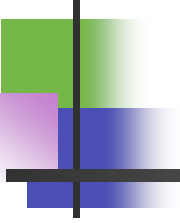
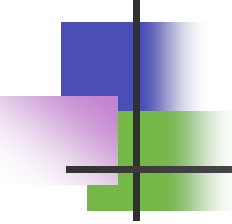


10 Reasons Training Programs Fail

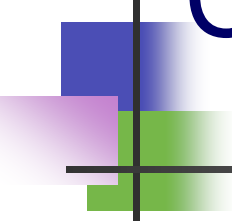


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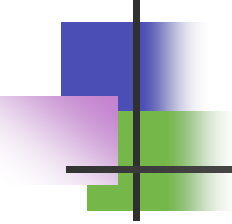
Origin of the 10 Reasons

- People are curious why Training Programs fail
- People are surprised when Training Programs fail
- People do not understand why Training Programs fail
- People want to avoid having Training Programs fail



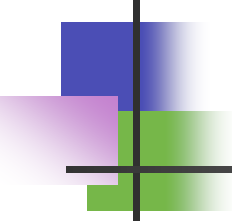
Organization of the 10 Reasons

- We developed a laundry list of the “Reasons” we observed over 20 plus years
- We analyzed the “Reasons” to identify categories
- We assigned each “Reason to the appropriate category



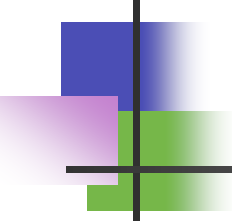
Terminology

- Reason: the underlying fact or cause
- Training Program: any effort to instruct or educate
- Fail: does not accomplish the intended purpose



10 Reasons

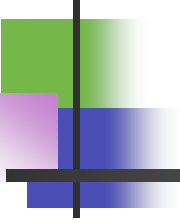
1. Lack of Leadership
2. Coerced Participation
3. Need & Outcomes not clearly defined
4. Insufficient Funding
5. Poor Implementation



10 Reasons

6. Improper Instructional Design
7. Internal Sabotage
8. Basic Organizational Structure of Work is lacking
9. Lack of a Comprehensive Plan
10. Started too late as an effort to overcome “Neglect of Training”

10 Reasons Training Programs Fail



A full presentation of this topic is
available from Cushman Phillips,
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