

15 Topics That Add Value To (Basic) Employee Training Programs

1

Cross-Cultural Social Skills

As we become more digitized, social and emotional skills are becoming even more fundamental to business success.



2

Coaching

One area that is often overlooked by HR leaders, yet important to prevent issues down the line is coaching. Solicit alignment for the training program and its content from people managers



3

Performance Management

In the remote work era, it should be part of new hire training. Training on new models for management with tighter timelines and set goals for 30 day check-ins from the start is critical for success.



4

Company Culture

Employee training programs often focus on the "what" and overlook the "how." Training incoming employees, especially in a remote onboarding environment, on cultural norms and how we do things here is just as crucial to their success.



5

Accountability

HR departments need to help managers understand how they can lead excellence with accountability.



6

Adaptability

Adaptability should be a priority for employee and leadership training programs. Now, more than ever, the business world needs to unlearn any unproductive behaviors and processes.



7

Organizational Alignment

A topic that HR leaders should consider adding to their training programs is organizational alignment and how it works across different groups within the same company.



Reference Link

<https://www.forbes.com/sites/forbeshumanresourcescouncil/2022/02/17/15-topics-that-add-value-to-basic-employee-training-programs/?sh=134165603fef>



8

Workplace Expectations

Both leaders and individual contributors must learn to effectively communicate their expectations



9

Employee Burnout Prevention

HR leaders should implement training programs that focus on helping employees avoid burnout.



10

Emotional Intelligence

A big topic that is often overlooked in employee training programs is emotional intelligence in the workplace



11

Opportunities For Human Connection

In the bid of embracing AI and reducing costs through service centers, some organizations have relegated training programs to bots and online courses.



12

Additional Learning Programs

A training needs assessment (TNA) is often done by line managers who at times are threatened by competent subordinates, as they may not have a defined career path for themselves.



13

Collaboration Skills

Every organization values teamwork. So, train employees to collaborate effectively. Teach people to listen more and talk less and provide and receive feedback.



14

Measurement Of Success

Often, training programs are implemented based on need, but the proper mechanisms have not been put in place to truly measure its success.



15

Business Communication

Provide employees resources and training on how to communicate to their peers, direct reports and manager through email, over the phone, in person and over Zoom.



Reference Link

<https://www.forbes.com/sites/forbeshumanresourcescouncil/2022/02/17/15-topics-that-add-value-to-basic-employee-training-programs/?sh=134165603fef>

