



MULTIPLY 417

Passion: The Bridge between People and Purpose

Teaching, Training, and the importance of implementation

Sept 12 2022

Tips to ensure real change takes place from training

So maybe your faith based ministry breaks the norm, but when it comes to most budgets for training staff people, both personal and professional development, faith based ministries come up pretty short.

At the same time Corporate American spent \$92.5 Billion dollars last year and most knowledgeable estimates tell us that maybe, perhaps, hopefully, 10% of that expense will actually result in actionable change.

Whether it is an attitude shift, or an actual change (or addition) in behavior - skill (how do you handle a "no" when asking for a gift), there can be a real problem with trainings actually having the value and impact you so desperately need and for which, you will spend resources on.

Needless to say that's just one factor (perhaps) in why we tend to be so skittish in spending much on our staff and their development. But there's got to be a better solution, than just not doing training.

Here's some tips, backed by research, to consider behind implementation or behavioral change that results from a training experience.

1. You have to prep the participant with info. in advance. A book to read, a gap analysis they participate in, "pre-work" they accomplish that both gets them thinking on the



Adoption and application of these 4 tips improve that 10% number to over 64% and that creates some real value you can invest in.

Teaching your staff biblically based development

Between 8 years as the National Coordinator for Development Training for YFCUSA and now 2 with my ministry at MultiPLY 417, I've trained a lot of ministry staff and Executive Directors in development-fundraising.

Between establishing a biblical foundation, strategy that flows from that foundation, and then finally skills and techniques that continue that alignment, I've had quite the opportunity to train lots of staff.

In keeping with this week's tip, I can show you how to make sure the training I provide will convert to lots of implementation and positive behavior (or skill) changes.

But if you want to double check my opinion, feel free to connect iwth a few of

- topic and hopefully wets their appetite.
2. You've got to make sure the training is a training, and not just teaching. Now depending on what discipline we are talking about, these words have various meaning, but for the moment here's what I mean - Teaching is the domain of the transference of knowledge; whereas training is about assisting and/or coaching others to help them acquire a new or improved skill level (but this can also mean a change in attitude since that has behavioral implications).
 3. Training, because it implies change, MUST involve, modeling, role play and ideally live practice with the coach in tow.
 4. The supervisor to which the trainees will return to MUST be prepped and prepared to install a measurement and accountability system with regards to the new or adjusted skills.

the chapters I've already had a chance to serve. Becky Wilburn at Chicago YFC, Craig Dickinson at Lane County, or Jameson White at Fresno.

Once you are convinced, let's talk about letting me help you plan what kind of training and/or coaching might be the next step to a whole new level of impact.

[Email](#) or call (209) 541-5720

On a more personal note:

Treatment #21 is today, 4 more to go. There is a ship's bell at the reception desk of the radiation center and the tradition is to ring the bell when you finish your treatments. Should be a sweet melody for sure. Thanks for your prayers.



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