

Creating Full-Participation Corporate Training Rooms

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Your Training Requirements: Process Driven or People Centric?

Since the industrial revolution, training for employees that are required to fulfil a specific and repetitive process has been delivered in environments that do not encourage any teamwork or deviation from the task. If a part needs fitting in the same way every time, or if a burger is always prepared in the same way to give clients anywhere in the world the same experience, then there is no room for the employee to provide any input to the training. To satisfy the needs of their employer, these workers just need to learn the process by rote so they can repeat the task time after time after time to a precise quality.

Today's knowledge-based companies, looking to attract and retain the best employees, should be investing in training environments that have a positive impact on their business. This means:

A design that reflects your reputation as a modern organisation

A configuration that supports both front-of-class and team-working methods

Technology that doesn't require you to be an advanced user to be proficient

Technology that supports any device and drives knowledge production from individuals that benefits teams and the whole room. Effective knowledge creation and transfer that helps organisations to:

- Make better decisions from enhanced engagement and communication
- Generate new inventions and innovation
- Bring these new solutions to the market more quickly
- Create cultures that employees want to join or remain with

People Centric Training Environments

Dual Purpose

Gone are the days when you need to listen as an individual in a classroom and then move to a different space so that you can work in break-out groups with colleagues.

Modern furniture solutions with integrated technology allow both scenarios to take place in the same space, increasing participation, time on-task, and room utilisation. Moving from space to space opens up distractions that breed inefficiency.



Everyone can see the trainer and their visual information replicated on all screens



Individual teams can work with own devices to apply the knowledge

Full Participation

What if one participant was able to show their information and other participants were able to edit it in real-time from their own devices? How would this functionality increase engagement and participation by those present and help your organisation to achieve better outcomes more quickly?

This full-participation functionality has great potential too for Research and Development teams working on new projects with the joint intellect of the team driving solutions forward.

What if the trainer was able to show information from 2, 3 or 4 teams simultaneously so that information can be compared and contrasted to spark discussions that generate new and better outcomes?

Remember when you had to wait for training notes? What if all those present could receive a digital copy of the notes, actions, and any other presentations in real-time during the training? No longer do they lose their enthusiasm and drive by waiting days for these resources to arrive by email.

Technology

The starting point should not be what can we do with this technology, but what technology do we need to generate a high performance collaborative training space?

- Visual panorama of information in context
- Internet access for research
- Improved productivity and outcomes
- Provides a competitive advantage to those organisations that embrace BYOD
- Supports all platforms: Windows, Mac, iOS, Android
- Achieves High Performance Collaborative Training*

***High Performance Collaborative Training** requires a mix of technology, people, culture and leadership in order to be successful. The great news is that corporate technology solutions are following the mantra of smartphone apps and being designed for users and not for the engineers!

Furniture

Plectrum tables, without any square edges, encourage full-participation from the assembled teams. Integrated technology must work with you, not against you, providing the visual information and connectivity for teams to be successful.



When not being used for training, individuals and teams can use the space for collaborative meetings and to drive forward individual projects that would benefit from a fully participative environment equipped with excellent technology.

Next Steps

To make your training and meeting rooms a strategic workplace asset, successful implementation requires a blend of furniture and technology correctly designed for the space, with a culture of collaboration that enables your colleagues to get the best return on investment.

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