Components

Technology Transfer and Training Delivery provides your company with a certified instructor with specialized expertise to ensure:

- consistency in training and training events.
- appropriate instructional competencies are practiced in the classroom.
- that instructional competencies and a learning model are combined to provide a solid learning environment.
- thorough planning for holding an effective training event.
- adult learning theories and methods are applied to the Polytron Learning Model.

This is important because:

- Polytron’s instructors are ICP Certified and use proven training process based on adult learning theories that help guarantee that your employees gain knowledge.
- Polytron’s Training Group is separate from our engineering division. All we do is develop, deliver and manage training.
- Our years of experience and expertise set us apart from other companies who may offer training services.
- Polytron’s proprietary methodologies and processes combined with our certified instructors set us apart from the competition and ensure that you will see an improvement in performance and knowledge, which means your money is being well spent.

Discovery

- Were you able to perform your job better?
- Do your employees normally experience empowerment during and after training sessions?
- Do you think your employees would be more effective at their jobs if the training were approached in a manner that inspired self confidence?
- How comfortable are your trainers with transferring knowledge to others?
- Do they know how to create and use learning objectives that support your business goals and empower your employees?
Tasks

- Determine training content. (Polytron & Client)
- Develop learning objectives. (Polytron)
- Schedule training class. (Polytron & Client)
- Study materials and prepare presentation. (Polytron)
- Arrive on-site to prepare for training event. (Polytron)
- Provide follow-up support. (Polytron)

Benefits

- Certified instructors:
  - have the desire and know-how to effectively transfer knowledge and verify the transfer takes place.
  - bring consistency to any in-house training by ensuring targeted content is transferred each and every session.
  - have experience in administering pre and post assessments.
- Certified instructors help guarantee the R.O.I. stays an R.O.I.

Common Questions

It’s just training, what’s hard about having a successful training event?
Preparation is 90% of a training event’s success. The key to a successful training is preparing the instructor, the classroom and the students. Successful training involves planning the event, developing learning objectives, creating questions and exercises to help the students understand and apply knowledge, and follow-up support.

We already have people who train. Why do we need certified trainers?
Certified instructors bring more to the table than just presentation skills. They bring instructional methods and consistency to training and these improve the quality and quantity of the knowledge transferred.

So what makes your certified trainers special? Why not someone else?
All Polytron instructors must pass our Instructional Certification Program (ICP). In ICP, our instructors learn how adults learn, how to use effective questioning skills to help trainees retain information, and how to apply that knowledge to presenting industry-specific information. They also understand how to study and prepare for training, effective use of learning objectives, and administer assessments.

So what is the difference between an Instructor and Trainer.
Trainers teach task or process performance. Instructors provide task or process performance but they also provide the motivation behind the performance, providing the whys and hows behind the performance.