

FOR IMMEDIATE RELEASE

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High Impact Workplace Training Now Within Reach of Employers

Human Resources consulting firm Business Performance P/L this week announced the second release of its comprehensive guide and toolkit for delivering highly effective employee training and measuring results

May 20, 2008, Melbourne, Australia – Organizations in the United States alone spend more than one billion dollars annually on employee learning and development. Training specialists are under increasing pressure to demonstrate the benefits resulting from this expenditure. With the scarcity of simple methods and useful tools that job has not been an easy one. The new release from Business Performance P/L of its popular book, *From Training to Enhanced Workplace Performance*, has now brought within easy reach all the tools and guidance training professionals need to evaluate and improve their training programs.

Vicki Heath, Director of Business Performance P/L, explained, "What this guide gives trainers and managers is tried and tested strategies and techniques for finding performance roadblocks and aligning training to real needs. The emphasis of the book is on developing training partnerships, engaging learners and transferring learning to the workplace so that real benefits accrue."

The toolkit's author, Leslie Allan, added, "The book takes a systems approach, uncovering the workplace inhibitors and enhancers for program participants applying the skills back to their jobs. I illustrate with many real life examples techniques that can be applied before, during and after the training program." In addition to being a complete guide to improving the effectiveness of training programs, the new edition includes a comprehensive set of methods and tools for demonstrating the bottom-line impact of employee training. The toolkit comes complete with an array of data collection forms, analysis spreadsheets and reporting templates. These are all provided in softcopy format so that trainers can customize and reuse them time and again.

Allan continued, "Many trainers don't know where to begin with the confusing array of measurement models around. This guide walks trainers through a simple yet highly effective impact model and provides all the templates and worksheets needed to conduct evaluations at any level." The forms and worksheets are supplied as Microsoft Word and Microsoft Excel files.

The toolkit can be used on any Microsoft Windows-based PC with Word and Excel installed. The 245 page guide is supplied as an Adobe Acrobat PDF file. Adobe Acrobat PDF files are readable on almost any computer. The Adobe Acrobat Reader is available as a free download from the Adobe website.

Business Performance P/L has made available the introductory chapter of the guide and the resource list as a free download. The complimentary download and the full toolkit are available from the Business Performance P/L website at www.businessperform.com/html/effective_training_tools.html

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ABOUT LESLIE ALLAN:

Leslie Allan has been assisting organizations improve their capability for over 20 years. He has contributed in various roles as manager, consultant and trainer within the manufacturing and service industries, both for public and private sector organizations. Mr. Allan's external and internal consulting

roles have seen him lead successful projects in strategic planning, workplace communications, and quality and HR information systems. He is also a seasoned instructional designer and trainer, having taught programs in both vocational colleges and industry. Mr. Allan is a prolific writer on business issues, with many journal and web articles to his credit. He is also the author of five books on employee capability, training and change management.

ABOUT BUSINESS PERFORMANCE PTY LTD:

Established in 2003, Business Performance Pty Ltd provides business and management consulting services globally in a range of business areas. From its website, the company also proudly supplies a wide selection of business and management software products designed to make managing organizations easier and more effective. Products featured include tools, templates and guides in the areas of training and employee development, project management, organizational change and career planning. All products can be purchased and downloaded easily from anywhere in the world from the Business Performance Pty Ltd website at www.businessperform.com

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