

## Retraining the training without complaining

### Training during difficult economic times

Economically difficult times are good things. They force us to look again at what we are doing. During this time it is necessary to make the organization as profitable as possible. Costs need to be cut, and productivity needs to be increased. And in this situation, training becomes as important as ever.

One of the first things eliminated when economic difficulties arise is training. Yet, ironically, it is exactly this which many companies need. Poor staff performance is one of the biggest costs companies incur. So rather than focusing on cutting training costs, this is a good time to focus again on “value added” training.

Now is a good time to look at the skills your employees need and evaluate what they actually have. Take some time to talk with your training partners to find out what they can offer by way of making your training more cost effective. Some will probably not see the opportunity and be unwilling to give sound advice. Some will accept the challenge, understanding that in the long-run, by giving you a better product, they are helping you – the client (which is what training is all about).

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