

From Training to Performance Improvement Consulting

Training and performance improvement consulting are two closely related fields that share many similarities. However, there are also some key differences between the two.



From Training To Performance Improvement Consulting

by Guy W. Wallace

★★★★★ 5 out of 5

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Training is focused on the delivery of instruction with the goal of improving knowledge and skills. Performance improvement consulting, on the other hand, takes a broader view of performance improvement and focuses on identifying and addressing the root causes of performance problems.

In recent years, there has been a growing trend for training professionals to transition to performance improvement consulting. This is due to the increasing demand for consultants who can help organizations improve their performance and achieve their strategic goals.

Key Differences Between Training and Performance Improvement Consulting

The following are some of the key differences between training and performance improvement consulting:

- **Scope:** Training is typically focused on a specific topic or skill, while performance improvement consulting takes a broader view of performance improvement and focuses on identifying and addressing the root causes of performance problems.
- **Goal:** The goal of training is to improve knowledge and skills, while the goal of performance improvement consulting is to improve performance and achieve strategic goals.
- **Approach:** Training typically involves the delivery of instruction, while performance improvement consulting involves a more collaborative approach that includes needs assessment, data collection, and the development and implementation of solutions.
- **Evaluation:** Training is typically evaluated based on participant satisfaction and knowledge gain, while performance improvement consulting is evaluated based on the impact of the intervention on performance and strategic goals.

Skills Required for Performance Improvement Consulting

In addition to the skills required for training, performance improvement consultants also need to have the following skills:

- **Business acumen:** Performance improvement consultants need to have a strong understanding of business principles and the ability to apply them to performance improvement initiatives.

- **Data analysis skills:** Performance improvement consultants need to be able to collect, analyze, and interpret data in order to identify the root causes of performance problems.
- **Problem-solving skills:** Performance improvement consultants need to be able to develop and implement creative solutions to performance problems.
- **Consulting skills:** Performance improvement consultants need to be able to effectively communicate with clients, build relationships, and manage projects.

Steps Involved in Making the Switch to Performance Improvement Consulting

If you are a training professional who is interested in transitioning to performance improvement consulting, there are a few steps you can take:

- **Develop the necessary skills:** Acquire the skills required for performance improvement consulting through formal education, training, and on-the-job experience.
- **Network with performance improvement consultants:** Attend industry events and conferences, and connect with performance improvement consultants on LinkedIn and other social media platforms.
- **Get involved in performance improvement projects:** Volunteer to work on performance improvement projects within your organization or with clients.
- **Market yourself as a performance improvement consultant:** Create a website and LinkedIn profile that highlight your skills and experience

in performance improvement consulting.

- ****Start your own performance improvement consulting business:****
Once you have the necessary skills and experience, you can start your own performance improvement consulting business.

The transition from training to performance improvement consulting can be a rewarding career move. By developing the necessary skills and taking the necessary steps, you can position yourself for success in this growing field.

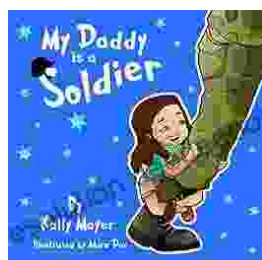


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