Sales Consulting and Training

Training is where ideal solutions meet day-to-day reality. In this reality, even perfect technologies and processes lose value unless employees are prepared to deliver consistently and completely.  Employee training programs must address a client’s business objectives and solve business problems.  At the same time, they must engage employees in ways that work.

We have extensive experience building well-organized and actionable training programs for every area of business.  Whether you need training support for a major change effort, an employee development initiative, or just to enhance your current training programs, we know how to break down even the most complex ideas in ways that make them easy for people to understand.

***Our Training solutions include:***

[Training Design](http://www.clerestoryconsulting.com/training-design)

Training Design must outline a curriculum and set plans for the who, what, where, when, why and how of training. We collaborate with our clients to design training programs that meet the needs of their organization and end users.  Our approach integrates proven training methods with adult learning psychology to design training programs and assets that build institutional value.

[Training Development](http://www.clerestoryconsulting.com/training-development)

Clerestory’s Training doesn’t just rehash a user manual; it creates an environment in which people learn how to use new processes and systems to do their jobs. We work with our clients to develop the right combination of pre-work, instructor-led, web-based, and practice exercises to ensure the availability and usability of training at every location.

[Training Delivery](http://www.clerestoryconsulting.com/training-delivery)

Training is delivered using a just-in-time approach that enables individuals to learn skills close to the time when they will be needed.  Role-based modules provide learners with the information that they need and balances their training time with their job requirements.  Clerestory works to coordinate training, design attendance rosters and execute sessions to ensure the quality and effectiveness of the training.  Our training approach has supported hundreds of employees and complex schedules across multiple locations.

[Train-the-Trainer](http://www.clerestoryconsulting.com/train-the-trainer)

Our Train-the-Trainer Method plays a critical role in ensuring that our clients' trainers have the skills and knowledge to lead the training programs as they were designed. Our training experts teach your training leaders how to transform employees so their success continues beyond the classroom.

[Learning Assessment (User Adoption)](http://www.clerestoryconsulting.com/learning-assessment)

Training would not be complete without tracking the results.  Clerestory develops evaluation strategies and tools that measure the *real*success of the training program - the learners' ability to achieve business objectives. Our Learning Assessments are custom-made to shed light on user adoption, employee performance and areas for improvement.

[Training Program Effectiveness](http://www.clerestoryconsulting.com/training-program-effectiveness-evaluation)

Our deep experience in Organizational Learning makes us a valuable partner in evaluating existing training programs.  Whether you need to update your current program or would just like an independent, expert opinion, Clerestory can quickly determine the strengths, weaknesses, and risks associated with your training and identify practical opportunities for improvement.