



# Turning Learning into Action: A Proven Methodology for Effective Transfer of Learning

*Emma Weber*

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Using conventional approaches to training, an average of just 10-20% of learning makes it back into the workplace and contributes to better business outcomes. Reinforcement, sustainability and transfer of learning are not only hot topics, but with an increased emphasis on efficiency and cost-effectiveness, the pressure is on trainers to make learning truly valuable. Successful learning is not just about good content and well-executed programs but about finding ways to facilitate genuine behavioral change and accountability in the workplace, creating tangible business impact.

Using her own TLA methodology, L&D expert Emma Weber takes learning a step further. TLA focuses on consistent, systematic follow-up after the training event to ensure significant behavioral change. The three-step process breaks down who should be conducting the follow up and when, what questions should be asked and what to do when trainees get off track.

*Turning Learning into Action* enables trainers and L&D professionals to communicate what is required to get results from training and where the responsibility lies, understand the common pitfalls in the learning transfer process and how to overcome them, know exactly what they have to do in order to transform learning effectiveness through a cost-effective, practical solution and assess future training to establish which training requires learning transfer and which does not.

With practical tools, steps and advice, this book looks at why the transfer of learning has been missing for so long, evaluates current solutions, exposes their weaknesses and offers a new solution in their place.

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