

Increasing the Return on Investment in Training

“Organizations should spend ten times more energy reinforcing the training they have just conducted instead of looking for the next great learning initiative.”

—Ken Blanchard

The Importance of Sustainability

The promise of learning and development is only realized when that learning is transferred and applied so as to produce real results.

An innovative new program component from The Ken Blanchard Companies®, the 5 Minute Follow-Through™ (5MFT) increases learning transfer and sustainability, thus boosting the value and ROI of training programs.

The sooner and more often people practice and assimilate what they have learned, the greater the dividends in improved personal and business results.

In the past, learning stopped when the class ended. Now it is possible to extend learning back into the workplace and ensure the practice and effort needed to sustain the benefits.

The 5 Minute Follow-Through® Solution

5 Minute Follow-Through (5MFT) reminds, reinforces, and supports practice and coaching. It is an easy-to-use, fast and effective tool that dramatically increases the effectiveness of learning programs.

It makes learning a sustainable process by extending the program into the workplace and helping participants keep their new knowledge top-of-mind.

5 Minute Follow-Through is a complete, turnkey process that is Web-based and requires no additional software, training or IT support. It pays for itself many times over in improved results.

The 5MFT Process



The Ken Blanchard Companies Learning Event: Participants attend SLII® or other Blanchard® programs to learn new skills and increase their leadership effectiveness.

Learning Objectives Shared with Manager: 5MFT can send a copy of participants’ goals to their managers for alignment.

Reminders: 5MFT proactively reminds participants of their objectives and asks them to reflect on and record their progress and results.

Updates: Participants use 5MFT for 5–10 minutes to record their progress, lessons learned, and personal and business results.

Online Content: 5MFT includes Blanchard’s One Minute Mentor™ to guide participants in planning next actions.

Learning Community: 5MFT extends the learning community beyond the classroom; participants learn from the shared experience of others.

Manager/Coach Support: Participants can request and receive online feedback from their managers and coaches through 5MFT.

Sustained Results: The combination of reminders, coaching, content, and learning community creates sustained results for the company.

Data Street

Process Components	Outcomes
Results-Oriented Learning Objectives	Bridges the gap between the program and workplace; makes the transfer and application of learning possible
Automatic Manager Alignment	Involves managers in the learning process and helps align learning with business priorities
Proactive Reminders	Keeps learning objectives top-of-mind and spurs actions that lead to results
Intuitive Update Interface	Reinforces learning while on the job by encouraging participants to reflect on their progress, actions planned, lessons learned, and results
One Minute Mentor	Reinforces course content; suggests next steps for continued progress on the job when participants need it most
Manager/Coach Feedback System	Activates support channels in the workplace to reinforce new behaviors and enhance learning impact
Shared Learning	Shares best practices to accelerate results after the program
5 Minute Follow-Through Reports	Documents participation, progress, lessons learned, results, and business impact

Case Study

5MFT Enhances the Impact of Situational Leadership® II Training

Situation

A leading healthcare staffing company recognized the need for their managers to utilize stronger leadership skills. They selected The Ken Blanchard Companies Situational Leadership® II, and to ensure that the training had maximum on-the-job impact, the company also elected to use 5 Minute Follow-Through for 8 weeks after the training.

Each participant set two goals for applying the principles of SLII® to improve their leadership ability and used the 5 Minute Follow-Through tool to update their progress 2, 4, 6, and 8 weeks after the program. On each update they were able to ask for coaching and feedback from their managers and peers.

Results

100% of the participants in 3 different sessions utilized the 5MFT program. When polled after 8 weeks, every respondent reported a business impact of the training, with most reporting significant or very significant impact.

52% reported a significant impact

12% reported a very significant impact

36% reported some impact

0% reported no impact

Participant Testimonials

“The SLII® training was great and taught me what I should be doing; 5MFT reminded me to actually do it. When you get busy in the day-to-day, things you learn in a training class are often easy to forget. The automatic reminders are just what you need to reinforce the learning.”

“It only takes five minutes every week, and the accountability it builds is terrific! It ensures that the SLII® skills you learn are built into your day-to-day leadership of your team.”

“It’s forced me to put on the front burner what I often place on the back burner when it comes to managing people. It constantly reminded me about the things I want to work on that are easy to forget about.”

“It really makes you stop and look back over the week and give serious thought as to what you have done toward the goals you set for yourself, and what you may need to do differently in the upcoming week to make progress.”

For more information, please contact your Blanchard® sales associate at 800 728-6000 or 760 489-5005.

THE
KenBlanchard
COMPANIES

Global Headquarters 760 489-5005/800 728-6000
UK +44 (0) 20 8540 5404
Canada 905 568-2678/800 665-5023
www.kenblanchard.com