



Developing Young Employees

Overview (One-Three Days)

Elevate's young employee training teaches entrepreneurship and encourages young employees to take ownership in their organization. Training is a mixture of instructor-led theory and interactive business building that places participants in the unique situation of creating their own "department" or managing their own "project" within your organization in a simulated environment. With this method of hands-on teaching, Elevate USA trainers are able to teach essential core competencies in an interactive and engaging manner, allow participants the creativity and excitement of bringing a simulated business idea from concept to market, and encourage participants to learn from "real-world" experiences and mistakes in a risk-free environment. Theory is important, but practical experience, even simulated, is a greater asset than any amount of classroom work. Participants of Elevate's "Developing Young Employees" have a leg up in their careers and are more likely to achieve success in their future projects.

Benefits

- Engages learners emotionally and intellectually so that they want to learn
- Enables learners to learn faster and retain more of what they learn
- Accommodates different interests and learning styles
- Equips learners with relevant, applicable knowledge
- Develops problem-solving skills that are transferable to other situations
- Assists new employees to transition successfully into their roles

Course Materials

- Participant workbook
- Presenter slides and outlines
- Case Studies and Media as appropriate
- Role Play Scenarios

Room Requirements

- Internet access for presenter
- Screen
- Projector (if not ceiling mounted then a table or cart will need to be provided)
- Training room must be able to comfortably accommodate the number of participants plus room to move around for various activities)
- Rounds or pods, small table for presenter's materials, chairs for all participants
- One Flip chart and easel for each round table (for small group work) and markers

Additional Requirements

- Instructors will use a variety of instructional methods including lecture, group projects, discussion, and role play
- Participants are expected to be actively engaged in the learning process

How We Do It

Training is about performance. If training is to be successful for new employees it has to be compelling, on a personal level, and it must improve job performance on an organizational level.

A large part of the program is centered around simulated business development. The participants will be divided up into teams. Each team must, with the help of the trainer, create their own business idea, set goals and milestones, and bring their idea to fruition using simulated steps laid out by the program.

Once the techniques are learned and practiced, participants will, set an action plan to hold them accountable after the training.

This workshop provides young employees with an education in powerful techniques few receive even after years in the workforce. Developing Young Employees is a totally interactive workshop where participants work in teams, compete against each other, and use the dynamics of leadership, teamwork, communication, finances, time management, and business skills.

The workshop engages participants emotionally and intellectually so they want to learn. This enables them to learn faster and retain more information, accommodates different interests and learning styles, equips participants with relevant knowledge, and develops problem-solving skills that are applicable in any workforce situation. Participants will experience simulated success and failure to prepare them for the real world challenges in their positions.

Through planned exercises and challenges each team will compete against each other to complete the challenges. Each challenge will teach one or more of the following competencies:

Core Competencies

- Flexibility
- Innovative Thinking and Problem Solving
- Change Management
- Decisiveness
- Self Direction
- Influencing/Negotiating
- Oral Communication
- Presentation/Marketing Skills
- Human Resources Management
- Team Building
- Financial Proficiency

Maximize your training ROI. Your new employees will learn faster, retain more knowledge, understand the relevance of the knowledge, become performance focused, and engage and enjoy.