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100% Effective Natural Hormone Treatment
Menopause, Andropause And Other Hormone Imbalances
Impair Healthy Healing In People Over The Age Of 30!

Managing Employees to Accelerate Learning Curve

By Susan Dunn

Managing Employees to Accelerate Learning Curve by Susan Dunn, MA, The EQ Coach

If constant change was the watchword for the last decade, constant RAPID change is the watchword for the 00s.

If you're a manager, you know that the faster the employee can learn a new skill, a new program, a new concept, or a new position, the less stress for you and the employee, the more successful the outcome, and the more positive the effect on the bottom line.

The ability to change rapidly, be flexible and learn quickly are highly valued by today's employers and these are skills you can teach your employees. They are no longer optional.

These are all Emotional Intelligence competencies you can learn to train your employees. Start with an overview of the field and an assessment of your own Emotional Intelligence (EQ or EI). Take an interactive EQ course, and then work with a certified Emotional Intelligence coach who can provide a train-the-trainer program for the following results:

- Learn the four areas of Emotional Intelligence
- Learn what the competencies are and what they look like in the workplace
- Develop your own Emotional Intelligence. You can take anyone else farther than you are yourself.
- Learn specific methods for training others to develop theirs.
- Learn how to assess EQ and to measure results

Having high Emotional Intelligence can accelerate the learning curve because it makes previous knowledge more accessible, allows for better cognitive functioning, and manages the emotions so they help the process, not hinder it.

Whether you choose to acknowledge and address emotions or not, they are a crucial part in the learning process.

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The employee may think something is completely new, but with an EQ program, he or she can learn to identify the skills and steps that are familiar, and also the emotions that are familiar to all transitions and learning experiences. This eliminates a lot of the stress.

What holds most people back from quick learning is fear. They fear making a mistake. They think it will be too hard. They remember past failures. They fear being overwhelmed. They fear success. They may have been publicly humiliated in the past.

Chances are you have a good training program for skills and techniques, and you have chosen intelligent and competent people to begin with. Learning to work with your employees on their Emotional Intelligence will give you an edge on the intangibles that have been holding you back that you may not have been able to identify and break down into learnable steps.

Change is stressful. Rapid change is even more stressful. Resilience, which was called the ultimate stress-buster in a recent Wall Street Journal article, is an Emotional Intelligence competency. It means bouncing back after failures, rejections, losses and defeats.

When you learn what makes people Resilient, you can pass this on to your sales staff, project teams and customer service reps who cope daily with rejection and frustration.

You've taken care of the skills, the education and the training, but what about the Emotional Intelligence? Take a second look. More and more managers are finding this to be the missing piece in their training.

©Susan Dunn, MA, The EQ Coach, <http://www.susandunn.cc> . Coaching, distance learning and ebooks around emotional intelligence for personal and professional development. Susan is the Director of EQ Alive!, training and certifying managers, coaches, teachers and therapists in Emotional Intelligence. It's what's been missing in your employee programs. Individualized AND group programs available, LD or on-site. [Mailto:sdunn@susandunn.cc](mailto:sdunn@susandunn.cc) for more information.

Three Steps To Cheat Your Way Through The Learning Curve

By Kristy Pass

By now, you've probably learned that everyone has a bit of advice and the amount of information available from which to learn is exponential. But do you know how you learn and how you can learn more quickly? With three basic forms of learning, your first step in cheating your way through the learning curve is to determine what way you learn best. Do you learn by seeing? If so, you're a visual learner. Do you prefer hearing material to learn it? In that case, you are an auditory learner. Or maybe you learn things most easily by actually doing them which would be a kinesthetic learner. Some people will have a combination of two of the learning styles while others have an equal balance between all three. Whatever your learning style, knowing which comes easiest to you will speed your learning cycle along greatly.

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Next, find experts in your field from which to learn. Look for someone that teaches using the techniques best suited to your learning style. If you're a visual learner, seek out experts that do online presentations and video training. For the auditory learner, find the mentor with audio training and live phone training sessions. And if you're a kinesthetic learner, you'll want to find a leader that focuses on taking action in each lesson. You'll also want to ensure that the expert has experience mentoring people already and can communicate difficult concepts to others in a way that is easy to understand. The last thing you'll want to find is someone who is determined and committed to continually learning, developing ways to improve performance and gets results.

Once you have determined your learning style and chosen the experts in your field, it's time to take your final step toward beating the learning curve. Determine to use every mode of learning to enhance your learning experience. No matter what style you use to learn, though, you have to use a kinesthetic approach and take action every single day. Your mentor is going to give you all kinds of good ideas. Take a few moments each day to learn the concept your mentor is teaching and then use your newly acquired knowledge. Don't worry if you don't manage to do everything right the first time. The key to beating the learning curve is taking action consistently.

Lastly, remember that your motivation and interest levels will either keep you going or put an end to your dreams so take time to take care of yourself and enjoy cheating the learning curve each and every day!

Kristy Pass is a marketing mentor dedicated to helping marketers achieve success with a step by step approach to business. To contact her, sign up for the free report at



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