

# How to Assess and Improve the Retention of Information in Workplace Training Sessions— While You are Conducting Training Sessions?

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You conduct a training. At the end of the training or sometime later, you give your audience an assessment. They fill it out, give it back to you, and you take all the assessments and tabulate them.

Because none of this information is of any use until after the fact, it makes life even more of a challenge when you want to design more complex trainings!

For example, when you conduct multiple sessions in one day, each connected to and building on the one before it, you don't truly know if those you've trained are as prepared as you want them to be for each successive session.



Clients using the eStake System™.

Because, of course, if they are as prepared as you want them to be, you know their minds won't shut off during later sessions. They'll be eager for and engaged in each successive session. And at the conclusion of the training they'll realize the cumulative effect you've intended.

Sentenium gives workplace trainers the eStake System™ to gather information from those they're training *while a training session is taking place*:

1. We provide you a portable computer with software specifically designed for you to set up and transmit the assessment, evaluation, poll, or other content to those you are training.
2. We provide a small piece of equipment called a "receiver" that allows you and your audience to transmit content over the air. You won't need to string cables around, and you won't need an Internet connection.
3. We provide handheld computers that you will give to each person you are training, and they will use them to transmit information back to your portable computer. And when they transmit it, it comes to you right away—automatically tabulated with all the information that's been transmitted already (whether it be responses to an evaluation or assessment or answers to a poll or survey).
4. If you don't already have one, we provide a digital projector which you connect to your portable computer. It lets you display to your audience the automatically-tabulated information they have transmitted back to you.
5. We test out everything with you to make sure you are comfortable!

And because you're able to gather information from those you are training *during* the training—and because you don't have to manually tabulate it—you can gather it as often as you'd like.

For example, maybe instead of assessing people once during a session, you'll assess them at multiple intervals. And, having the results right there for you to see (and for you to display to your audience, as appropriate), you can spark discussions about the results—discussions that might not happen otherwise.

So you're able to:

1. In the moment, gauge what's being absorbed and what isn't and make adjustments as you see fit; and
2. Improve the short- *and* long-retention of the training curricula you've worked hard to develop!



### **Sentenium and Industrial Training: A 35+ Year History**

Since the early 1970s, workplace training practitioners serving organizations large and small have enlisted the help of Sentenium's parent company, PeopleFocus. An industrial psychology firm, to meet its clients' demands PeopleFocus also developed significant in-house expertise in the research and technological side of the field. Those demands grew to an extent that in 2004 it made those functions the charter of a separate affiliate company, Sentenium.

**What are your challenges with assessing and improving information retention from workplace training?**

**How and whether are our services best used in different situations?**

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We look forward to speaking with you.