

TEMPLATE: Steps to Develop a Transfer Strategy (Tool 6/7b)			Training Project/Solution: _____
A. Transfer Action and Timing	B. Supporting Cast	C. Difficulties Envisioned	D. Transfer Strategy to Overcome Difficulties
<p>Example 1) Big Sky Medical Following the training, Group managers ask employees frequent questions about action items that were developed during training and recognize employees who are implementing their action plan to end ineffective habits. Time Frame: About 2 months</p>	<p>The CEO, Ronda the client. The group managers.</p>	<p>Group managers frequently operate in a crisis mode. They are also frequently out of the office doing community work. Competing priorities and crisis management tendencies may mean that the transfer action never happens.</p>	<p>a) Meet with Ronda and discuss how we can get the CEO to sponsor a key action to influence the group managers. b) Propose the possibility of a compliance implementation goal on the managers' personal performance plan and tied to their overall annual performance rating.</p>

Note: The time frame you select varies with the situation. You must consider the variables present in the work environment and select a reasonable time frame for the strategy to be in place. The strategy should work to influence execution for a period of time so as to influence success and become the new routine.