

Effective Training Methods for Vietnamese Corporate Learners

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Abstract

Vietnam is a progressive country with a rapid development of a variety of industries. The demands for corporate training for Vietnamese executives have increased significantly over the past years. However, the key to success of any corporate training for Vietnamese corporate learners is whether the goals, the contents and the delivery methods of the trainings are delivered effectively to induce a change in behaviour of the participants to contribute to positive organizational impact. High expectations from Corporations for effective program designs that achieve their desired objectives requires training providers to design and facilitate more effective corporate training programs.

Effective training methods needs to achieve the three key objectives of creating awareness of the specific knowledge, master the techniques and skills of application of that knowledge and develop the competencies for problem solving and decision making.

Training providers should develop a systematic flow of their training courses that covers the following five key steps. Step 1: Focus on the introduction of the training, it's objectives and benefits, Step 2: Focus on delivering the knowledge and information and encouraging participants sharing, Step 3: Facilitating the practise of applying the knowledge and skills and Step 4: Facilitating discussions, arguments, overcoming objections and making decisions and Step 5: encouraging participants feedback about the overall effectiveness of the training program and corporate testimonials.

In the above regards, training consultants must develop variable competencies in training, facilitating, consulting, mentoring, coaching and counselling in order to be able to develop effective training methods for corporate learners in Vietnam.

Key words: corporate training programs, corporate learners, corporate testimonials, training methods, training courses, training, facilitating, consulting, mentoring, coaching, counselling, participants' feedback