

Transfer-to-Habit™ Programming

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Transfer-to-Habit programming is designed to develop the skills learned in training to the level of habitual daily activities. It measures the impact of new behaviour on performance and results.

Research and Experience

Research and experience indicates that training alone does not develop competencies for on-the-job application. New skills require practice, time and support to fully develop into competency and shift behaviour to impact performance and results.

The Model

Transfer-to-Habit™ programming is a customized follow-on support program to training.

Most commonly, transfer programs include any or all of

- one-on-one telephone coaching
- group telephone coaching
- in-person workshops
- peer and mentor coaching, and
- electronic coaching support.

Measurement

Measurement of success is determined on specific levels of

- application of skill
- notable shifts in individual and/or team behaviour
- improved performance based on pre-determined 'audit statements'.

Transfer-to-Habit™ measurement systems utilize state state-of-the-art electronic survey methods.