

## Key Success Factors

Training

Sharing

Success

Innovation

Interactivity

Learning

Impact

Dynamism

*“If you think education is expensive, try ignorance.”*

Abraham Lincoln, 1809-1865

[www.pwcacademy.lu](http://www.pwcacademy.lu)

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**PwC's Academy**  
Training makes  
the difference!

Solutions  
for people



**pwc**



Technical  
courses



Soft Skills  
courses



Facilities



Training  
advisory

## 7 reasons to invest in training

1. Increasingly, the employees themselves are expected to care about how to **stay informed and upgrade their skills**.
2. Employees are recognised not for who they are or what they know theoretically, but rather for what they can **do in practice**. Good training enables to do more or new things.
3. Your employer benefits when you learn, and so do you – it's a **perfect win-win**.
4. Your CV is your most valuable asset, both inside and outside your organisation. By **adding the right trainings to your CV**, you increase its value – as well as your own value to the organisation.
5. The right **combination of technical and soft skills** is what makes organisations succeed. And also what makes people succeed in organisations.
6. The half-time of existing skills and knowledge is shortening, a rough estimate is that 50% of the skills and knowledge you have today **will be outdated** in 5 years.
7. Learning is important, but often not urgent, in the sense that there is no clear deadline. Unless you **put it on the agenda**, it is simply not going to happen.

## What PwC's Academy stands for

**Our trainings** are practical and business-oriented.

**Our trainers** are experts in their field, be it technical or soft skills.

**Our clients** appreciate the positive impact that first-class learning creates for their organisation.

**Our participants** are actively engaged in the learning process and go back to their workplace ready to apply new skills.

## The story of a successful training

### Participant

### Manager/HR

Before	<ul style="list-style-type: none"><li>• Conduct regular self-evaluation and define clear objectives for your learning career</li><li>• Identify trainings that will help you do your job better, or will prepare you for additional tasks</li><li>• Approach management/HR with suggestions on which trainings would support you in your job</li><li>• Give input to manager/HR so training can be adapted to concrete needs and circumstances</li></ul>	<ul style="list-style-type: none"><li>• Identify your team's training needs</li><li>• Actively involve employees in training selection and regularly run training needs analysis</li><li>• Carefully select the appropriate provider</li><li>• Give input so training can be adapted to concrete needs and circumstances, insist on clear objectives</li><li>• Sit down with the participant to agree expectations and objectives</li></ul>
During	<ul style="list-style-type: none"><li>• Focus on the training event, take notes for future reference. Be demanding with yourself and the trainer</li><li>• Use the opportunity to step back and take a different perspective</li><li>• Actively think about how to apply this back at work</li><li>• Be an active player in the learning process by asking, challenging, discussing, exchanging</li></ul>	<ul style="list-style-type: none"><li>• Show support and commitment, consider your own implication in the training (intro, workshop, Q&amp;A,...)</li><li>• Use training as a change management tool</li><li>• Encourage participants to focus on their learning and release them from their normal daily tasks during the event</li><li>• If training stretches over a longer period, monitor progress in between and stay in touch with the trainer</li></ul>
After	<ul style="list-style-type: none"><li>• Immediately start experimenting with the new skills back at work</li><li>• Use and share with others what you learned</li><li>• Review your notes from the training after one week and again after one month</li><li>• Discuss with your manager lessons learned from the training, give feedback</li></ul>	<ul style="list-style-type: none"><li>• Obtain feedback from the participants</li><li>• Express your expectations about how you want the new skills to be used and shared</li><li>• Revisit the learnings during the next performance review</li></ul>