To Train or Not to Train: How to Build a Team People Want to Be On

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Agenda

- Reasons not to train
- Reasons to train
- Ways to build your team
- Ways to encourage/maintain your team
Reasons Not to Train

▲ PROS
  ▶ Marketability
  ▶ Firefighters/superheroes

▲ CONS
  ▶ Retirement
  ▶ Stagnation
  ▶ Desirability
Reasons to Train

- **PROS**
  - Well roundedness
  - Shared work load
  - Self worth

- **CONS**
  - Marketability
  - ?
CORPORATE DILEMMA

WHAT IF WE TRAIN THEM AND THEY LEAVE?

WHAT WE DON'T... AND THEY STAY?

INVESTING IN EMPLOYEES
Ways to Build Your Team

- Pay scale
- OT
- Project work
- Specific training
- Leadership
- Teamwork
success is a journey
not a destination