



GROUP ACTIVITY

The Training Autopsy

95% completed it and called it clear.
Nothing changed afterwards.



10 to 15 minutes



4 or more people



Paper and pens

- 1 Put this case to the room. A mandatory course, 95% completion, feedback saying clear and well delivered. Everyone got the same session in the same format, the trainer knew the subject well, nothing was built in afterwards, and two weeks on no manager could point to anything different.
- 2 Sort those details into two columns: signs of apparent success, and signs of actual weakness.
- 3 Say what would mislead an organisation here, and what evidence is missing entirely.
- 4 Before reading the chapter, write two predictions about what it will argue.

Working on your own?

Rank these from most misleading to least: completion rate, attendance, positive feedback, observed behaviour change, improved performance. Then check your order against the chapter.



More ways into Chapter 8

This section is also available as video, audio, infographics, mind map, and more, including an opportunity to do a deep dive into reference material. Start with the format that suits you best.

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