

TRAINING & DEVELOPMENT COST/EFFECTIVENESS GRID

IMPACT	HIGH			HIGH
	Mentoring	Work Out Sessions	Custom Designed Skill-Based Programs	Performance-Based Management
	Developmental Contracts	Job Aids	Computer Based Training [multimedia]	Professionally Produced Training Courses [Certified Instructor]
		Cross Training		
		Team Projects		
	On-the-Job Coaching	Computer Based Training [audio/text]	Video Conferencing	
		Continuing Education Courses & Seminars [Colleges/Universities]	In House Workshops [External Facilitator]	Executive Education Courses & Seminars [Major Universities]
	Self-Study Books			
Educational Programs Professional & Trade Associations	In House Workshop: [Internal Facilitator]	Operating Manuals	Specialized programs [Institutions, Associations]	
Civic/Volunteer Activities	Life/Work Experience:	Loaned Executive Assignments		
Audio & Video Tape [Rental]	Audio Tape: [Purchase]	Video Tapes [Purchase]	Experiential Learning [Outdoor Adventures]	
Public Seminars [Direct Mail Marketers]	Motivational Lecture:		Celebrity Presentations	
LOW			HIGH	
INVESTMENT				