

## The Training Accelerator

### Smarter Training Based on Instinctive Strengths

Traditional employee training uses a one-size-fits-all model. This means employees are fit into the existing training system. It is also led by a supervisor or training manager that has their preferred way of training. Using Kolbe Index results enables you to understand how a new employee processes information, learns, and takes action.

### Increase the Likelihood that a New Employee Will Last

By better understanding your new employee, you can customize their training to their preferred way of gathering information and taking action. Illuminate Business Advisors provides the trainer with results on your employee's instinctive strengths. We also provide specific reports and tools to help customize your training approach.



### 4 Steps to Better Training

- 1 Identify instinctive strengths of the leader or training manager.
- 2 Identify instinctive strengths of the new hire.
- 3 Understand the differences in data gathering, learning, and how action is initiated.
- 4 Use our tools for customizing your communication and training approach.

**About 1/3 of new hires quit their job in the first year.  
Our process can help increase retention.**

Contact us:  
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### Kolbe A™ Index

Leader or training manager and your new hire take the Kolbe A Index to identify their methods of operation.



### Coaching Report

Review the Coaching Report, which gives you specific guidance and recommendations on how to present data, organize structure, and how to best train your new employee.



### A to A Comparison

By comparing the leader's and new hire's strengths reports, we provide tips on how to best communicate and work together.