

Why RLI Micro-learning is  
Your Secret Weapon for  
**Turning Your Managers  
into World-Class  
Coaches**



**RapidLearning**<sup>®</sup>  
Institute



## PROBLEM: Who's going to train my people?

Talent-development initiatives often stall because front-line managers don't buy in. "We're not trainers," they object. "Besides, we don't have time. Training is someone else's job."

**There's truth in what they say.** Most haven't been trained as trainers. And they're incredibly busy. Training is one of those important-but-nonurgent tasks that always get pushed to the bottom of the priority list.

The fact is, you won't have much luck trying to turn managers into **trainers**.

But with micro-learning, you can help managers become better **coaches**.

## Training vs. coaching

What's the difference? Training is all about **transferring knowledge** – an important task, but not one that's especially suited for managers. Coaching is about **enhancing knowledge** and building skills – and that's central to the manager's role. Managers succeed only when their people succeed. So they're intensely interested in developing the skills of their people.

**Managers recognize the importance of their coaching role – but they lack the tools to do it effectively.**

And that's where micro-learning comes in.

## A powerful new coaching tool

The **Rapid Learning Institute (RLI)** offers a new, tech-enabled micro-learning solution that helps managers seamlessly integrate their coaching role into their day-to-day responsibilities.

It creates “**coachable moments**” – focused opportunities for managers to help their people tackle real-world challenges.

A portfolio of coaching tools allows managers to teach a skill and then follow up to be sure people are actually deploying what they’ve learned on the job. Coaching becomes an **ongoing process** that’s seamlessly integrated into the workday.

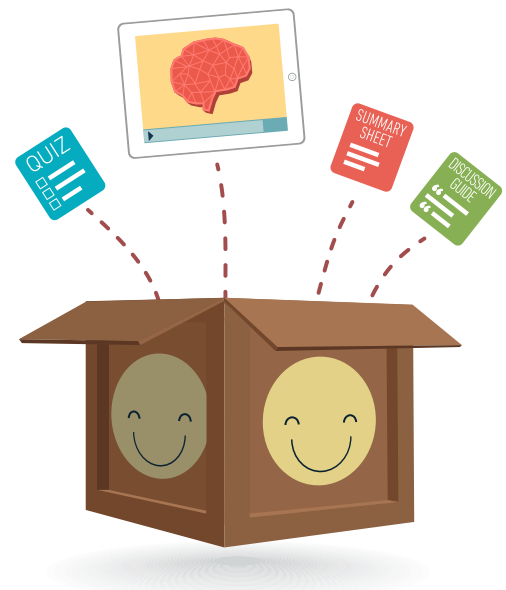
Experience shows that this approach creates a **virtuous circle**: as managers and their people achieve small wins, they’re motivated to engage in more coaching. In this way, micro-learning does **more than simply build skills**: It helps create and reinforce an organization’s learning culture.



## What’s included?

RLI’s system is built around these coaching tools:

- A large library of engaging 5- to 7-minute videos, each focused on one problem and one behavior. They provide insights, backed by academic and institutional research, and serve as the foundation for “coachable moments”
- A quiz that helps reinforce the key concepts presented in the video
- A discussion guide that helps managers relate these insights to their particular situation
- An implementation plan that ensures people will apply these concepts on the job
- A breakthrough assessment tool that allows managers to quickly determine their team’s coaching needs and then track progress over time



**HOW  
TO**



## How do managers deploy these tools?

Managers use these resources to trigger performance dialogue, either individually or in groups. Managers identify a skill gap, assign a module that addresses the gap, then meet in a coaching session that involves discussion, role play and performance feedback. RLI provides learning paths, a coaching roadmap and free ongoing guidance that allow managers to make a huge impact in just a few hours per month.