

ARE YOU A TRAINER?

A Voice, A Room, A Story

PART 2 THE RESONANCE OF TRANSFORMATION



WRITTEN BY
AMIT SANKHYAN

Chapter 1

The World Behind the Classroom

Armaan walked into the corporate headquarters for his first day as part of the Core Training Effectiveness Team. The glass building felt intimidating — not because of size, but because he knew something had shifted. Training was no longer about standing in front of a batch and speaking confidently. It was now about something far more serious: business impact.

His new manager didn't waste a minute.

A large screen lit up with dashboards — NHT performance graphs, session feedback comparisons, monthly training outcomes, productivity trends, and cost-of-training analysis. Armaan felt his heartbeat quicken. In this room, applause didn't matter. Improvement did.

Executives spoke in short, decisive sentences —

“Where is the performance drop happening?”

“Which skills are not translating on the floor?”

“What is the cost of hiring versus training losses?”

The realization hit him: training was no longer an internal function — it was a business strategy.

That week, Armaan wasn't given a classroom.

He was given reports.

He was given data.

He was given problems to solve.

For the first time, he noticed a painful truth — most learners never failed because the session was bad. They failed because:

- Training didn't solve the *exact* problem,
- Managers weren't aligned,
- Real work conditions didn't support change, or
- No one measured impact correctly.

Armaan felt overwhelmed, but strangely excited.

He wasn't just going to teach anymore.

He was going to fix performance, change outcomes, and make training speak to leadership — in the only language they respected: results.

Skills Identified

- Understanding the business expectations from training
 - Transition from delivery mindset to problem-solving mindset
 - Working with dashboards, reports, and data interpretation
 - Aligning training with operational, business, and performance goals
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Trainer's Secret Techniques

- Business First – Know what problem the training must solve before designing it.
 - Data Speaks – Let numbers guide decisions, not feelings or assumptions.
 - Ask “Why” – Identify the root cause before offering solutions.
 - Map to Business Goals – Training must show an impact leaders can see.
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Outcome

- Armaan understands the industry's expectation from trainers at higher levels
- Gains clarity on how training connects directly to performance
- Begins transitioning from classroom trainer to business-focused learning professional