

Employee Training Expert Says That Reliance on E-Learning Leaves Employees Feeling Disconnected

Darin Hanks, president of Employee University, says that although e-learning offers many great benefits to companies, too much dependence can lower employee morale.

May 15, 2007 (FPRC) -- As more and more organizations beam training programs directly to the employees seated at their desk, or home office, employers may be trading culture and camaraderie for the convenience of e-learning.

Darin Hanks, employee training expert and president of training videos company Employee University (<http://www.employeeuniversity.com>), says that the more companies rely on e-learning as their sole source of training, the more employees become disconnected from the company as a whole.

E-Learning has grown drastically in popularity over the last several years due to faster internet connections and more advanced local area networks. From a corporate perspective, the swiftness of training distribution and ease documentation associated with e-learning makes it possible to deliver more education to more employees in less time.

It is for this reason that Hanks says Employee University offers customers the option of licensing a digital file of their stock of training videos that can be distributed to any PC on the customer's local area network, or internet.

Though Hanks says e-learning is an extremely effective way to train employees on some subjects or for use in part of an overall training program, group facilitated training is still the best way to solidify information and create a sense of unity within an organization.

Hanks notes that while e-learning is convenient; both employers and employees benefit from the classroom experience. "Streaming content directly to an employee's desk certainly has its advantages; there is no way around it; but don't forget classroom training is a morale booster to many employees. They may roll their eyes about training around the water cooler, but the truth is, many employees see the opportunity to leave their cubicle for a couple of hours as a reward. Talk about a win-win."

Hanks' says that classroom training is often just as important for company leaders. "It's a fish bowl. Leaders should sit in on classroom training to find up-an-comers; to evaluate employee professionalism. The way an employee behaves in a classroom is a reflection of the way they will contribute in a staff meeting, or in a business meeting with a client."

Hanks adds: "Classroom training gives employees an opportunity to mingle with leadership and folks from other departments or units that they may not otherwise rub shoulders with. It's a connection thing; a teambuilding opportunity."

The company's range of training videos includes programs on topics such as customer service skills, management, hiring, motivational and inspirational training videos, as well as customer

favorites such as Lou Holtz videos, Ben Zander videos, and the popular interviewing title More than a Gut Feeling.

About Employee University: Employee University is a leading producer and distributor of videos for employee training and development. Those interested in a full selection of titles and subject matter areas can visit <http://www.employeeuniversity.com>. Owner Darin Hanks is available for keynote speeches and seminars. For more information or to schedule, contact Darin at 888-215-8532.

Contact Information

For more information contact Darin Hanks of Employee University
(<http://www.employeeuniversity.com>)
888.215.8532

Keywords

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