

**Santlal Ravat (assistant professor )**  
**Department of Education**  
**N.A.S College ,Meerut**

### **M.Ed IV Semester, Unit - III O.C.15.A**

#### **Induction, one shot and cascade Merits and Limitation**

##### **Induction :-**

What are the advantages of induction training?

Induction training has many benefits for organizations and its employees. For the organization, an effective induction training system has the following advantages:

**Saves a lot of time and company money:** Induction training provides all the information needed to help a new hire to start performing his duties. The better and more effective the training, the faster a new employee can start delivering results quickly.

**Reduces employee turnover:** When a new employee starts in a company, he has a thousand questions about his new role and the company itself that need to be answered. The fastest he can get an answer for those questions, the more prepared and confident he will feel about his new position and what he can accomplish inside the organization.

**Ensures operational efficiency:** An effective training helps employees understand the company culture, its values, its place in the world, and where they, as employees, fit in the puzzle. Also, keeping all new hires and employees on the same page ensures quality and consistency across all the company's products and services.

##### **Benefits of induction training**

At the start of a new job many employees feel highly motivated and excited about their future prospects. Unfortunately this idealism doesn't always last and some staff members may find themselves becoming disenchanted with their new jobs. Often, this can be attributed to a lack of support, a failure by the business to communicate key responsibilities, and an overwhelming amount of new information.

##### **One shot:-**

Advantages of a short or one-shot campaign-

The biggest advantage I have found in my experience running and playing both long and short adventures is that one-shots allow players to play a game and test out character concepts, story concepts, and/or rules variants that are risky or potentially untenable in a long-haul adventure. I've had one-shots turn into longer adventures when the concepts worked out and everyone liked them and also ones where we were happy we tried them out, but were content to stop them after the one-shot was done.

I've run many one-shots where we have tested out risky ideas. The one we are playing now is testing several homebrew rules (one is a neat skill check-based resolution mechanic) and several experimental characters (including me who is testing the new UA alchemist class). Using my character as an example, I never would have wanted to test it out if I knew I was going to be doing a long campaign because it means I would be stuck with a possibly confusing/bad/broken

character for a long time or forcing the group to find some way to integrate a new character into the group as I replace it mid-story (we do extensive character work before beginning campaigns so it would be a hassle to say the least).

## **Cascade:-**

Benefits of training the trainer

### **1. Cost effectiveness**

Cascade training drastically cuts down on the upfront costs of training. The billable time of external consultants is limited to one or two days before being handed over to internal teams. Because the majority of the training is managed internally, it is easier to accommodate employee schedules and minimize business disruption. In-house training also eliminates travel costs for employees who would otherwise go off site for training.

### **2. Rapid dissemination of knowledge**

Cascade training maximizes the efficiency of the entire training process. Organizations can quickly build up teams of trainers. Knowledge trickles down the organizational ladder quickly and training sessions and follow-ups can be scheduled at any time. Participants of cascade training typically learn faster and retain information better than in other training methods.

### **3. Increased satisfaction**

Participants of cascade training programs consistently report higher levels of satisfaction than those in other training methods. The curriculum in a cascaded training program is more likely to be specifically tailored to employee needs and company culture. Because the trainer is an internal manager or team member, trainees feel a greater sense of ownership, which increases attention and participation.

### **4. Improved skill retention rates**

It is a widely accepted psychological determination that how well students learn depends on the degree of satisfaction that both teachers and students take in the learning process. Those who feel fulfilled learn faster and retain information better. Once the initial trainees become the trainers, they add the local company knowledge to the material, navigate company culture, and better relate to the employees they are teaching. Knowledge is transferred internally, so there is room for follow-up after the initial training to tackle any unexpected questions or troubleshoot any problems. Cascade training guarantees there will always be a competent subject matter expert in-house.

### **5. Improved leadership and communication skills**

A positive byproduct of a cascaded Train the Trainer technique is that the leadership and communication skills of trainers are sharpened. Perhaps internal trainers are managers used to dealing with their own team and are now challenged to train an entire department. Training takes preparation and practice. Leaders are pushed to think outside the box and work with subject matter typically outside their daily purvey. This new role builds self-confidence and demonstrates value.

The right training fit for you

The upfront and implicit benefits of a cascade training method can make a significant difference in the effectiveness of your company's training. There are in-person cascade training programs, eLearning programs, and a blended combination of the two that further optimize the program, quickly spread knowledge, foster team building, and guarantee follow up. The right combination

for your company will make all the difference.

One of the fastest and most scalable approaches to cascade training is Challenge Based Learning. Learn more about why this learning platform is ideal for rolling out a Train the Trainer model or see it in action.

## **References -**

- Books
- Websites