
Preface to the Second Edition

Organizational training has moved on a quite a bit since I first wrote *TrainSmart* in 2001. I was startled to discover the original version featured pictures of overhead projectors and the music section had no mention of MP3s!

But it's not just technology that has changed our lives as trainers. As organizations have pared costs to the bone, the spotlight of "value for money" is well and truly shining on the training dollar. Just think about how evaluations have changed in the last few years. Remember the days of "did you like the facilitator's jokes?" check-box sheets at the end of the program? Now we have sophisticated, embedded evaluation processes to check whether participants actually learned anything and whether their productivity has improved as a result.

So I figured it was time to revise *TrainSmart*, both to help trainers rise to the challenges of this new, performance-focused environment and to reflect the new technologies now at our disposal.

If you're a previous reader, in addition to discussions of new technologies and my latest training strategies, you'll find more examples and tips, and a matrix that pulls the concepts together. I also hope you like the new images that support the concepts. I included them because if we're not having fun, we're not learning—right?

To new readers: welcome! You're about to join a worldwide community of *TrainSmart* facilitators. People who train smarter, not harder. People who create dynamic learning experiences and produce amazing results.

TrainSmart is about making you a more effective trainer. But it's also about making training more enjoyable for YOU. I hope it renews your enthusiasm for learning and teaching.

Once you've tried out a few of the strategies, feel free to e-mail me at rich@educationillustrated.com and let me know how your workshops are going!