# Earning Your Seat at the Table

First, determine which statements apply to your current situation that having a seat at the table could correct. Check all that apply and add any relevant dynamics not listed.

My clients…

❐ Bring me in late in the game when projects have training needs associated with them.

❐ Expect training to be developed and deployed in unrealistic timeframes.

❐ Look to the training team to develop training in isolation (without meaningful input and contributions from the subject matter resources).

❐ Frequently provide a slide deck, tell me they have done most of the work, and ask me to "turn it into training."

❐ Expect training to "fix" performance problems.

❐ Want to eliminate line items for customizing programs from proposals.

❐ Routinely say the training program doesn't need much—just some "prettying up."

❐

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Next, review design projects you completed in the past 18 months. For each, identify what you accomplished. Think *business results*, not deliverables!

| Project | Business Results Achieved |
|---|---|
|  |  |

Finally, identify who your champions are and list them here.