

## The 2-in-1 Training Principle

„Kill two birds with one stone”: combine **business skills** training with an wholistic approach(\*) to **English** improvement.

The term “2-in-1 training” came to me, when I was exploring the idea of offering communication trainings in English. Originally, I was designing a workshop for international teams facing difficulties using English to conduct their daily business (see [communication training](#)). The workshop aims to help individuals understand each other better on a personal level, and to realize how misunderstandings can arise due to different usages of English. Having the opportunity to resolve language-related problems was a secondary benefit. But why not promote both benefits equally? I can offer two benefits from one training; I can offer 2-in-1 training!

The advantages of 2-in-1 training

**For company management:** significant cost savings and efficiencies, particularly attractive in the current economic climate. One training can be offered, in a common language, to many employees, in one location instead of multiple trainings with a different provider in each location.

**For training & development managers:** two skills trained in half the time. An economy of scale in terms of development. Also, less strain on training budgets.

**For participants:** the satisfaction of efficient training. Additional benefit from networking with other international employees and having an intercultural experience. For those engaged in an wholistic language learning programme, 2-in-1 training is an essential part of the overall strategy.

Combined with an “wholistic” approach to language training(\*)

For those aiming for a better level of English competence, taking an wholistic approach can significantly help. The idea here is to do more than just the usual weekly, 90 minute course. Individuals take responsibility for identifying their personal needs, setting (realistic) goals and formulating a learning strategy. This strategy includes building English into the daily routine.



Individuals take every opportunity to actively use English at work: volunteering to give a presentation, lead an international meeting, entertain a foreign guest, asking to **participate in an English-language skills training course.**

The ultimate goal is to become more independent and fluent in the lingua franca of international business – English. 2-in-1 training is an integral part of this approach.