

**Auto Shop Tips**© by Michael Strautman

[mikestrautman@turnaroundtour.com](mailto:mikestrautman@turnaroundtour.com)

[www.turnaroundtour.com](http://www.turnaroundtour.com)

800-233-8551



## **Auto Shop Tip #12**

### ***Dusty Shelves – More Than a Poor Cleaning Crew***

*By Michael Strautman*

Automotive training has become a very competitive market. You need only pick the amount of money and the subject on which to spend it. You may find the same material re-packaged with a new presentation. How much money have you spent training yourself and your staff? Where are those resources? Are they gathering dust on the shelf; or a living reality in your business? Before training again, consider the following.

*Use what you have learned.* Look on your shelf for dusty resources and re-acquaint yourself with the concepts taught. Have you *really* implemented what it taught? You must have bought it because there was something you didn't want to forget. Did you forget? Real training should create *independence* rather than *dependence*.

When considering further training ask the following:

1. Is this NEW information? Why do I need it?
2. What will I do with the information after the event/course?
3. Will the company help me use the concepts after the event is over?

Most of your time training should happen AFTER the event is over. Simply getting emotionally charged will not create change. A few weeks later you will be back into your previous routines--unless you have a plan with which to implement. John Maxwell says it best in his DVD series on *The 21 Irrefutable Laws of Leadership—Law #3 The Law of Process*. “The event encourages decisions, and the process encourages development.” Do you have a process for implementing business changes, or do the resources only

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sit on the shelf gathering dust? The books on the shelf represent *decisions* you have made, the dust represents the *lack of development*.

Successful businesses will have at the helm one who balances both decisions and development. Most people spend more time talking about why a change should happen than actually changing it. Do you know the reason? It takes less physical work to *think* than it does to *act*. If you need help with the dust on your shelf, email me at [mike@turnaroundtour.com](mailto:mike@turnaroundtour.com).

