

NV Business Development Handbook

Chapter 7:

The Team Training Handbook



Note: Company reserves the right to change, modify, add, or remove portions of this handbook at any time at the Company's discretion without notice.



Training is one of the most important aspects in grooming your team. This includes:

- Teach
- Learn
- Practice

You need to establish a smooth training flow across different stages. Equip your new recruits with all the necessary skills so that they are able to stamp a good impact soon after they join your organisation.



Terry Gou Tai-ming remarks that:
Scouting for talent and training are among the biggest challenges for any organisation;
Reinventing and reinvigorating your team through training: Work Training; Learning from mistakes;
How to think Competitively;

The importance of education and training is beyond any doubt,

And the effectiveness of your education and training system directly corresponds with your monthly income!



The Importance of TRAINING

- → 1. You learn on the job through 'learning by doing'
- You are the teacher and learner at the same time through 'learning by teaching'
- 3. You learn 'whenever and wherever' possible, always

The Importance of A Proper Education and Training System

To improve the survival rates of the new agents

To promote constant growth among the agents

To duplicate success





Terry Gou Tai-ming remarks that: In order for a company to grow rapidly, it must have the capability of "Manufacturing products and producing talent" at the same time. "Producing talent" is only achievable through a proper education and training system.

The Beauty of Learning and What are Your Best Approaches to Learning:

- **1.** Learn on the job As you learn, you improve on the job;
- Actions speak louder than words Training brings in more results than learning
- **Continuous learning** Learn from your competitors as well

Learn How to Learn

- Get the meaning
- **→** Understand the content
- Continuous learning and training
- **Put into practice**
- **Outcome** analysis
- **→** Improvement
- **Practice makes perfect**
- Re-learning



Instil Positive Thinking and Learning Into Your Organisation.

- Life is all about improving ourselves through lifelong learning.
- Learning is a good way to strengthen the inner depths of yourself.
- Repetition (eg. training courses) is key to strengthening learning.
- Keep learning and keep practising what you have learned.

"Guide by The Side" to Strengthen Learning Process

- Join the classes to get a better grasp of the subject matter.
- Take part in drill and practice all the time for further improvement.
- Think from customer's point of view and raise queries.
- **4.** Evaluate and analyse the performance of the new agents

The Mechanics of Grooming New Agents



Training Courses for Different Rank of Agents

Courses	SA	SD	DSD & Above
Bereavement	\checkmark		
Knowledge			
Selling Skill	\checkmark		
Recruitment Skil		\checkmark	$\sqrt{}$
Motivation		\checkmark	V
Agency			$\sqrt{}$
Development			
Management Skill			V

Stages of Learning

The 'Baby Paradise'

The 'Sheng Ji' Fengshui

Burial plots

Niches for cinerary urns

• Ancestral Tablet

• Eternal Blessing Light

Bereavement Knowledge

degree

Master's degre

PhD (Doctoral)

Secondary level

Primary level

Kindergarten

· Learn wholeheartedly

• Get better and better

 Take on a new challenge in shortest time

Just read more and more

 Acquire spiritual knowledge

• Establish the diary habit

• Make use of PowerPoint presentation

Adopt new technology

• Create effective sales and marketing tools

Stages of Business Career

PhD (Doctoral) degree

 Sales and marketing know-how and capabilities

CBDD



Master's degree

• Business management capabilities

BDD

Move with the times

Bachelor's degree

DSD



Primary level

Income
The long-term vision and direction
Move with the times

SD

Kindergarten

SA

NV Business Development Handbook

The Professional Sales Circle

The 'Baby Paradise'

The 'Sheng Ji' Fengshui

Burial plots

Niches for cinerary urns

- Ancestral Tablet
- Eternal Blessing Light

Bereavement Knowledge

- Fully make use of your learning materials.
- Integrate courses, memorial park guided tour and actual business cases into one 'sales kit'
- Share your aspirations, expectations and experiences on all occasions.
- · Learn whenever and wherever.
- · Learning by doing
- · Learning by teaching
- Duplicate successful cases
- Fully make use of the multimedia resources provided by the company
- Earnest, persistent and most importantly, diligent
- Keep sharpening your selling skills
- Engage marketing and sales practices in group

Tap On Company's Education, Training, Marketing and Sales Activities

Promotion Activities Promotion Activities Promotion Activities Promotion Activities Promotion Activities Promotion Activities Promotion Promotion

How to Carry Out High-Performance Meetings?

- Lay out the agendas
 - Agendas form the framework of the meetings
 - Communicating crucial policies, sales progress, rewards and recognition, sales tips and action plan, are among the important agendas
- Resolutions to be followed by implementation and review
- Maximum duration of each meeting is one hour

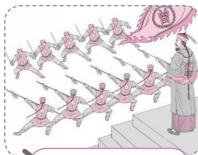




- → 1. Education and training are key to team development and commission earnings
- There's no shortcut to success it's all about hard work
- There's no end to learning you just strive for excellence

Two types of sales force: Hardworking Troops

If you belong to the



Results:
Victory after victory

Vigorous and Spiring

- Proper and well-trained troops
- · Diligent and disciplined troops



Results:

Nothing would happen!

Unassertive and Spiritless

- Stragglers and disbanded troops
- · Work by fits and starts