



When training is no longer a priority

When discussing training and development within a company, one has to consider these terms both in isolation and together. On the one hand, training is a process whereby people acquire certain capabilities to aid in the achievement of organisational goals. On the other hand, development is the managerial function of preserving and enhancing employees' competence in their jobs by improving their knowledge, skills, abilities and other characteristics. In terms of HR management within an organisation, both are equally vital to improve performance, update employees' skills, avoid managerial obsolescence, solve organizational problems, orient new employees, prepare for promotion and managerial succession as well as satisfy growth needs (Grobler & Warnich, 2006).

In several organisations, the management and more specifically the finance department create a budget, based on financial forecasts and past performance figures. So often training and development is left in the lurch and not given priority to. When training is no longer a priority, an organisation might experience very much the opposite of what wanted to be achieved... "saving money". In essence, losing business or clients to competitors with newer technologies, more innovative ideas or better service will cost the organisation money. When employees do not keep up with legislative requirements, new skills, market trends and improve their level of knowledge, performance levels will most likely plummet and achieving a competitive advantage may never become reality.

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