

Top Talent Tips™ January 2009
Tips and Tools of Interest to Talent Development Professionals

Optimizing Effectiveness to Meet Current Business Challenges

Trends in Training and Development

Training and development is on the minds of CEO's and human resource leaders. A research report from the Society of Human Resource Management (SHRM) concludes training initiatives must drive organizational effectiveness if they are to meet today's business demands. Senior manager commitment and improvement of work climate is needed to optimize training effectiveness and knowledge transfer.

Leadership Agenda

According to a recent Hewitt Associates Human Capital Institute (HCI) study, senior-level human resource and business leaders consider talent a part of their business strategies. Furthermore, an Adecco Group of North America survey of 200 business leaders indicated improved performance management tools to be one of the three most important non-discretionary workforce initiatives on HR and business leaders' agendas. The survey identified the ability to motivate people, communication skills and people skills as the most sought after leadership qualities.

Priority Actions

A recent Metri-Mark Inc. online survey of 784 training managers revealed the following:

- 75.7 percent report the need for management and leadership skills training,
- 62.7 percent said they will need communication and interpersonal skills training,
- 53.7 percent will look to business skills to meet their business objectives,
- 67.9 percent said they have initiated efforts to establish a training and development culture.

Putting It All Together

Consider the following in your action plan:

- Make sure you thoroughly understand which trends are both imperative and realistic for your organization to grow and profit.
- Learn what is on your CEO's mind regarding talent management issues.
- Define a plan to assess the gaps in the skills of your leadership and other areas your organization should be relying on to meet new business challenges.
- Consider how you are delivering training and the ways in which you are creating a learning culture.
- Define how you will incorporate new technologies such as e-learning in your plan.
- Identify how outsourcing training and development could impact your strategic plan - not only in terms of cost, but also what a partner or your vendor of choice can bring to the table in terms of services.

Ready to Serve

Effectiveness, Inc. has over three decades of experience optimizing management and team effectiveness through assessments, both classroom based and online instruction. We are uniquely equipped to support your initiatives in leadership, management and supervisory development including coaching, talent management and more.

Check out the Learning and Development Specials at www.toptalentresources.com

IMAGINE. . .

the positive impact on results by optimizing your management and team effectiveness!

Visit: www.effectiveness.com and subscribe to my Ezines and Comment on the Blogs.

Contact: Bob@Effectiveness.com or call NC: 919-439-5811 • FL: 813-286-7320

Bob is a Certified Management Consultant and Facilitator, Master Certified Coach, Mentor Coach and author of the Amazon Best-Selling book *Turning Good People Into Top Talent: Key Leadership Strategies for a Winning Company* and Six CD Audio Album available at www.toptalentbook.com

Copyright 2009, Effectiveness, Inc. All Right Reserved