

Why is learning and development important for organisations?

L&D is the process of continuously improving employee capabilities in the workplace to ensure organisations can be successful in the long term.

It's a has a dual benefit, nurturing the individual development of the employee while simultaneously enhancing business performance.

The benefits include -

Attracting and retaining Talent

Learning & development initiatives will contribute to ensuring the continued employability of the workforce.

Brand Building

Investments in learning & development help burnish an organisations brand value and raise its standing among prospective hires as an employer of choice.

Boosting morale

Employees of organisations who go through training programs feel they are part of a supportive work environment where they feel appreciated. This boosts their morale and makes them approach their job duties with more self-confidence.

Increased customer satisfaction

Training improves employees' skills and makes them work more professionally and productively. Customers will feel the impact of this elevated service, and it will likely improve their opinion of the organisation.

Fostering the right culture

Learning and Development initiatives help build and foster the 'right' values-based culture and instil a feeling of community across the geographically dispersed organisation.

Maintaining performance

Training becomes essential to enable all the employees to meet the organisation's skill requirements. This is very important for new hires who are sometimes unaware of the organisation's requirements. L&D is a highly effective way to train them for the work expected from them in the organisation.

If you're only providing your employees with the resources without showing how to use those tools to drive success, you're contributing to that employee's failure.

Keeps your employees up to date on ever-changing tasks

It's not enough to add documentation to your internal knowledge base. If you're only providing your employees with the resources without showing how to use those tools to drive success, you're contributing to that employee's failure. Ensure that they are staying up to date by requiring some form of action from the employee.

Training and Development creates scope for internal promotions

The advantages of training and development for an organisation are varied. One of the major benefits of training your employees is that employee training helps fill internal promotion positions.

This is a cost-effective solution, as hiring new talent can be an expensive affair, plus, your existing employees are well acquainted with the organisation's operations and work culture, so they can start working instantly.

Methods of employee training & development

- ✓ Instructor-led training
- ✓ eLearning
- ✓ Simulation employee training
- ✓ Hands-on training
- ✓ Coaching or mentoring
- ✓ Lectures
- ✓ Group discussion and activities
- ✓ Role-playing
- ✓ Management-specific activities
- ✓ Case studies or other required reading

Final words

“The only thing worse than training your employees and having them leave is not training them and having them stay.”

Henry Ford, Founder, Ford Motor Company

Employees need to be engaged in learning and follow through with L&D consistently. For employees, actively partaking in sessions, workshops, programs, and other methods of L&D is essential as you get out what you put in.

Organisations who invest in their employees will see profits grow compared to those who don't engage in employee development.

Learning and development opportunities provide employees with the experiences and skills necessary to support organisational goals. By improving employee retention, engagement, and the effectiveness of leaders, learning and development programs ensure a workforce that is capable of supporting the organisation into the future.

Creating a high-impact employee training plan is essential for any business. However, it can be difficult to know where to start.

If you would like to talk about how we could help you in this process, please feel free to get in touch.