

Are You Investing in Training and Development?

Ever since I was a little boy, I've been intensely curious. I also have a passion to add value to others. I've discovered that before you can add value to others and really help them, you must first grow yourself.

So I have lived a life full of learning. Every day I challenge myself to learn something new. That is why one of my core values is— Pursue Personal Growth.

Let's continue our discussion of more of ERC's (Employers Resource Council) list of characteristics of "Great Workplaces that Excel at the Attraction, Retention, and Motivation of Top Performers," based on 15 years of surveys and interviews ("HR Insights Blog" ERC (Employers Resource Council), 5-Sep-2013 (12-Aug-2014)).

Every leader can develop a great workplace by cultivating the following attribute in their culture.

Training and Development:

ERC reported that great workplaces invest in the development of their people:

Great workplaces invest in training and development for their workforce to grow their talents and capabilities. They make time for learning and support it by paying for employees to participate in various opportunities and offering/delivering a variety of training and career development programs.

My Take:

In our company, we had a leadership principle, ON/IN. It means to "Work ON the business while you work IN the business."

Since we were in the moving and storage business, our peak season was the summer months between school years. It was a time of heavy working IN the business. During this time, we would ask our people to take note of things that we could improve upon and could work ON during our non-peak season.

During the non-peak season, ON/IN meant for us to grow our people, grow our business and make quality improvements.

Many companies lay off people during their non-peak seasons but I chose to invest in our people. I filled their time with lots of training and development—building for our next peak season.

One secret I learned early in our business was that ...

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Bobby Albert started his leadership journey as the young president of his family's five-person business. That small business became a 150+ person organization that he eventually sold to a publicly traded company. He spent decades learning how (and how not) to lead and motivate his people. Bobby coaches and guides Christian business leaders, encouraging them to engage their minds and hearts to improve their effectiveness. Bobby uses biblically-based principles and practices to tackle the every-day challenges faced by today's leaders.

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