

Promote professional development essay sample

[Education](#), [Learning](#)



As a manager in your setting you know that the ability to reflect on your own practice is an essential skill. You have decided to prepare a set of guidance notes on the principles of professional development for your staff team which;

- 1 – Understand principles of professional development

- 1.1 Explains the importance of continually improving knowledge and practice. In my opinion I believe it is important to continue to develop and improve my knowledge and practice so that I am able to manage my team effectively. When I have all the new and relevant information I am in a better position to deliver quality service to the service users. With up-to-date training I will be able to offer support and training to my colleagues, because they will be looking to me for guidance. By continuing professional development my confidence will be built and will assist me to deal with all the changes within the care sector. With the relevant training, the standard of my skills and practices will be updated and I will be able to motivate my staff team, so we will be able to create a better caring and working environment. I am a Deputy Manager and it is my responsibility to keep my skills, knowledge and practices up-to-date.

I need to be aware of the changes within the care sector; changes to standards, legislation and guidance so that I can adhere to the organisation's policies and procedures. Professional development is a long time process with on-going activities. I need to ensure that my skills and training are up-to-date so that the CQC standards and recommendations are achieved by myself and my staff team. I will be able to pass on new and relevant information to my staff team enabling them to carry out their roles efficiently ensuring that high standards are maintained. I can do this in either staff

meeting or supervision. Staff need to know that managers are up-to-date on all the changes within the care sector, they need to know that when they need advice and guidance on policies and procedures or any changes they can ask their manager.

1. 2 Analyse potential barriers to professional development

There are many barriers to professional development it could be organisational barriers or personal barriers. Organisational barriers

Staff shortages

Poor communication

Lack of encouragement from management

Lack of resources or budget

No training opportunity

Lack of supervision and appraisal

Personal barriers

Child care problems

Language barrier

Low self-esteem

Health problems

Health appointments

Transport problems

Too confident or stubborn

Poor staffing levels can hinder training opportunity for staff to develop their skills and knowledge. With the company's Lack of funding and resources in regards to provide training to staff will hinder professional development.

Poor communication between staff and management is another big issue, the communication barrier needs to be removed so that staff can go to manager and request the training that they need to assist them with their personal development. Manager needs to encourage and work with staff to develop a professional development plan and how to achieve their goals. Carry out regular supervision at least six for the year and a yearly appraisal to ensure that staff can discuss their development plan. Reviewing development plans will enable managers to identify the barrier. Organisations need to remove the barriers so that staff will be able to develop their skills and knowledge.

Personal barriers are a major factor in our professional development and every day we are faced with more issues; childcare problems, lack of time; this could be due to staffing levels because staff are away on personal appointments. Low self-esteem can hinder professional development; it plays on your emotion and leads staff to lack the motivation to pursue their goals. Language barrier is a big issue in the care sector today and because of this staff lack the confidence to try and relay what they want to achieve with others because they fear they will be misunderstood. Managers will need to identify the barriers to professional development and seek the appropriate methods of supporting staff to reach their full potential.

1.3 Compare the use of different sources and systems of support for professional development There are different sources and systems of support for professional development; ie Appraisals, development plan, induction, in-house-training, external training and reflective diary. Induction

to the work place is an essential start to understanding the aims, objectives and purpose of the work place. Induction will provide staff with basis knowledge and skills they need to carry out their job roles effectively. With induction you will be guided through the some of the policies and procedures, shown around the work place and be introduced to the service users and staff. Appraisal and personal development plan will enable staff to keep their knowledge and skills up dated and will allow staff to talk about their strengths and weaknesses with their manager.

Staff will be able to identify the areas that they need to develop and how to achieve set targets. In-house training will assist staff in gaining the skills that they need to carry out their duties and to ensure that they are following the company's policies and procedures and will allow staff to interact and support each other. However external training will provide staff with the skills and qualifications that they need to be able to deliver quality care and support for our service users. Having a reflective diary is an important part of professional development, it allows staff to reflect on their learning skills, what they are doing, how they are doing it, is there another way to reach set target and the way to reach target.

1. 4 Explain factors to consider when selecting opportunities and activities for keeping knowledge and practice up to date. There are many factors to consider when selecting opportunities and activities for keeping knowledge and practice up to date. When carrying out the staff supervision, there are factors that we could look into; what training does the staff need to be able to carry out their job effectively? Look at the goal, is it realistic?

Is it what the individual wants? Is it relevant to the staff job description? Is this the only way that staff could gain the understanding of the aims and objectives of the home. Motivation is a major factor for some staff who lack the motivation to study, some staff do better in group where someone is there to encourage them to carry on. Factor to consider with external training is; if staff is going to college or university they will have to form a new support team, with some staff this would be ok but there are others who it would take a long time to form that closeness with people. Financial factor; is it cost effective, can the organisation afford the cost? Is there another way to gain the qualification? Managers will have to look into these factors and find ways to ensure that staff receive the training and knowledge that they need to carry out their job effectively. Managers will have to discuss this when carrying out yearly appraisal and set out a development plan and look at realistic goals.

2 - Be able to prioritise goals and targets for own professional development

2. 1 Evaluate own knowledge and performance against standards and benchmarks