

Db3 1 training and development

[Business](#), [Human Resources](#)



Training and Development: Hiring the Consultant Training and Development: Hiring the Consultant Evaluating & Validating Training Methods

Validation assesses whether the participants have learnt what the consultant expected of them. This can be done individually or with the group taken as a whole. This provides for changes to be made in the training programme so that the needs of each individual are taken care of. As Siebert (2009) points out, games can test the knowledge of the participants; and on the job checklists, questionnaires, debates, role play, teach back are some of the other methods.

2. Formative and Summative Assessment

Formative assessment is the feedback given when the learning takes place. It assesses not only the progress of the person being evaluated but also that of the instructor, which in this case, is the consultant. On the other hand, according to the report of Northern Illinois University (n. d.), summative assessment happens after the learning process is concluded. Hence, it sums up the instruction imparted and gained. The learning at this stage is incidental for e. g. through the conclusion of projects.

3. Most Important Considerations

Ensure that a consultant is needed from the business point of view.

Spell out the requirements of the company, which should be the focus for the consultant.

There should be free and two-way communication with the consultant.

Check the references of the consultant and find out if (s)/he is a member of a professional organization.

Check if the consultant is truly independent before creating a written

contract.

4. Integrating Technology

The consultant should be able to blend technology with his/her work. The best way to do this would be to find the type of automation or software used by the company. This gives the consultant insights into the day-to-day activities of the company. While technology saves time for the company, the consultant can give the company inputs regarding effective use and change in technology in future.

References

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