

Outsourcing training v. developing the training

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



2. Consider a training topic or module that interests you. Go to your assigned team area and work with your team to generate one or two questions that could be used to facilitate a group or classroom discussion. As a team evaluates the extent to which each question is likely to stimulate useful discussion. As a team selects one or two questions to share with the rest of us by posting here.

Personality development would be an interesting topic for me. This is a very skill set that is required not at work when working with people but could also be a useful skill outside of work. It is also a fun course to take because it deals with human interest in what makes us more interesting or amiable to work with.

Training outside of work

3. Many organizations have been moving toward web training. An advantage is that employees can train at their leisure. That is, they can come home from work, eat dinner, relax, and then when everyone has gone to bed get online and work their way through the training program. The advantage to the organization is that there is no opportunity lost, that is the employee is not using company time to train. Has your company moved to this training strategy? And if so, what are your thoughts on its success? If not, what are your thoughts on its advantages and disadvantages?

Yes, our company has already moved to that training strategy. But we have to limit that to only certain modules because of its limitations. In training core skills that are directly related to their jobs, we prefer to do it in a regular classroom than virtual training. First, we do not know if the employees taking it are taking it seriously. Second, we have very little control over their

progress.

Despite this limitation, its advantages far outweigh its disadvantages. It is cost-efficient, convenient, effective, and can be delivered to a large number of employees simultaneously. The employees are given tremendous opportunities to grow at the least cost to the company.

Establishing rapport

4. Why is it important for trainers and trainees to establish rapport with each other before a training session?

Training is grounded on effective communication and it would be very difficult to communicate when both the participants and trainers are not at ease with each other. Rapport facilitates this and would make both parties at ease and comfortable with each other. Also, when there are questions that need to be asked, rapport would make it easier for the trainees to ask the question. It will also make the training environment pleasant.