

# Training or staffing article review examples

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## **Article Review on Training**

Training is important in all organizations since it induces excellent performance among employees. Various authors have made different arguments regarding training. One article that has made such attempts is 'Seven steps to coaching your employees to success' by Katherine Graham-Leviss. In this article, Katherine outlines the major steps that are important for effective training on employees. According to her, training employees is important since it helps them to gain the skill and competence needed to work in the organization. In addition, training improves the coordination and effectiveness of employees in the organization (Katherine 2011).

In this article, Katherine argues that the first step in coaching employees should be creating mutual trust between the manager and the employee. She argued that this will enhance proper and effective communication between the two parties. The second step regards communicating the intention of meeting with the employee (Katherine 2011). According to her, this meeting should be done in a friendly way. In the third step, the manager should make an agreement with the employee regarding the issue of performance. The employee should acknowledge that there is such an issue to be discussed.

According to Katherine, the fourth step should involve searching for alternatives and evaluating them. The employees can be given a chance to point out some of these alternatives. In order to be objective, the manager should be specific in choosing alternatives. In the fifth step, the manager should give the employees the chance to make some decisions regarding alternatives (Katherine 2011). The manager should also motivate the

employee by praising some of his choices. In the sixth step, the manager should be in a position to counter any excuses given by the employee. He should do this by making the worker to understand the situation. The last step involves providing feedback to the employees and the external parties related to the organization. The manager should be in a position to give praise where there is excellent work done. He should also correct employees where they have not acted according to expectations.

This article has outlined important aspects that help to induce training on the employees. However, the article has left out certain aspects that are important in providing adequate training to the employees. Katherine has not explained how managers should teach their workers how to use skills in their areas of expertise. In most organizations, managers usually give employees training regarding improvement of the quality of services. This article has not touched any issue regarding provision of services.

According to the article, training will help the employee to get success. However, it has not analyzed the kind of success that is going to be realized. The author should have defined the end results of coaching in terms of better salaries, improved productivity and promotions. The employees should be aware of the end results of the training. They should also know the objectives of the training. The article has also failed to incorporate post training evaluation. This evaluation involves examining whether the coaching has yielded any positive results. This should be done in order to come up with ways of improving future training on employees.

In conclusion, the author has not incorporated the issue of solving problems in the article. Employees should be coached on ways of solving problems in

their areas of expertise. The managers should also train the employees on ways of preventing future problems in the course of their duties. In the article, most of the steps involve the association of the manager and one employee. In cases where there are many employees, it may be difficult for the manager to have individual training on each employee. Finally, the article should be reviewed by its author in order to incorporate all the important aspects of training that have been left out.

## **Reference**

Katherine, K. (2011). *Seven Steps to Coaching Your Employees to Success*. Rhode. Entrepreneur Press.