

Addressing challenges



Addressing Challenges ID Lecturer The best mechanism to train individuals within organizations is to tell them in an outright way what the organizations wants them to deliver and how it will go about making things easy for them in the long run. The organization chosen for is a hypothetical one here. The definition of a group stems from the rationale that individual efforts are combined for the wholesome effect to attain a particular goal or task. Indeed a group would not be able to survive in essence if the singular entities within it are unable to perform at their best possible levels. This is true as one discusses about the different teams and groups which are formed under the ranks of the organizational regimes and/or associations as and when required. It is a fact that a number of exceptional people, having immense talents within their expertise, have focused on the collective vision of the team members (Schuler 2004). The difference between a mere group and a high performing team is in terms of their training levels. This training automatically leads to higher motivational levels and so on. It is essential that the employees within a group are motivated back and forth so that their training needs are met in an adequate way. Also they must be told about the strengths of acquainting their own selves with training all this while so that they remain in the loop. Their confidence level of a group must be increased so that their performance and commitment comes out apparently visible. They must be compensated for their interest that they show within the office domains and also given marks on exceeding performance expectations on their part. Thus it is quintessential that the elements outside of training are facilitated with the training regimes more and more and that there are no hindrances as such on the suggested levels. A group's morale holds the key for the eventual decisions that are made for them when it comes to

imparting training and the related facilities. There must be an effort to mobilize the employees more and more and seek from them a feedback mechanism so that their role comes out significantly well within the related context of training regimes. In order to analyze the future training needs of a group, one must understand what exactly it is going through in the short term regimes. It does not mean that the long term group objectives are not considered. The same are taken care of yet for understanding the pertinent training needs, the future could be put on hold for a period of time (Kraiger 2002). The future training needs could be ascertained from the feedback that is received from the employees in the group as well as the top management. The resources for these training needs have to be brought into play as well so that a complete mesh of these activities could be had within the related scheme of group domains. Thus it is very important to understand that a group which is willing to place the knowledge base at level with the top management is the one that is the most successful at the end of the day. References Kraiger, K (2002). *Creating, Implementing, and Managing Effective Training and Development: State-Of-The-Art Lessons for Practice*. Jossey-Bass Schuler, R. (2004). *International Human Resource Management: Policies & Practices for the Global Enterprise*. Routledge