

Essay on q: what approach to training and development should janice have taken

[Technology](#), [Development](#)



Learning Organization:

Janice should have adopted a learning organization approach for training and development. A learning organization is based on the principle of continuous learning, or a systematic method designed to increase learning within the organization so that it is able to cope with the changes in the external environment . Learning organizations focus on learning at individual, team and organizational levels; which ensures the development of a competent and a competitive workforce .

Technology and Processes:

Although training and development involve people at large, it should also focus on the processes and the technology used by the workforce, such as how executives deal with customers and how a product is differentiated from its competitors . Janice should have included an in-depth study of technologies and processes used by executives; identified areas which needed improvement and worked on training for improvisation to get better output. Right methods to perform tasks should have been standardized and employee performance should have been monitored against these standardized procedures and efforts should have been made to cover the performance gaps.

Organization Development Programs

Organization development programs involve the participation of employees within the organization as resources for problem-solving which may involve tasks such as reassign or reorganization of sub-groups within the

organization, reshaping organizational responsibilities and communication methods . Janice should have adopted various organization development programs which could have helped in redesigning the organizational strategy and realigning of organizational processes to deal effectively with the stakeholders and the ever changing business environment. Such programs would have involved a deep examination of every aspect of inter-human behavior and efforts to find a cooperative approach to problem solving .

Recommendations: The organization must conduct a SWOT analysis and market research to understand its strengths and weaknesses. The training programs should be based on the needs assessment and a holistic employee development. The organization should adopt a learning organization approach to ensure it adapts its processes to meet the demands of the dynamic business environment. The training programs must be strategically oriented to produce a positive performance output for the organization in tune with its strategies .

Orient West should reinvent its training programs to ensure that the training meets the needs of the business. Reinvented training must 1) identify what training is conducted; 2) identify what training is no longer needed; 3) decide how training should be identified with organizational strategy; 4) invent new and innovative training methods; and 5) identify non-training methods . The reinvented training programs should be cost-effective, flexible, and customer-oriented and involve employee evaluation .

Further, instead of adopting standardized training programs, the training programs should be tailored or customized to meet the needs of the organization .

References

Laird, D., Holton, E. F., & Naquin, S. S. (2003). *Approaches To Training And Development: Third Edition Revised And Updated*. Cambridge: Basic Books.

Prokopenko, J. (1998). *Management Development: A Guide for the Profession*. England: International Labor Organization.

Sims, R. R. (1998). *Reinventing Training and Development*. USA: Greenwood Publishing Group.