

The learning and development perspective essay example

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



Learning and Development (L&D) is one of the critical objectives identified as part of the internal business process perspective. This objective comes down as a waterfall from the strategic ideas to the internal processes and should be planned and implemented at each and every level in the organization for effective results. L&D should be identified as a continuous process to boost the efficiency of the organization in a consistent manner. The efforts of bringing together L&D courses are an investment in most important asset of the organization – The People. They are the ones who can use their knowledge, skills and techniques to drive the Company towards profits. So, it becomes very important that L&D should be embedded in Performance Development process as one of the key goals.

The main objective of L&D is bringing a change in the way things are done currently. This aim focuses on three main areas of development – Developing functional competencies, soft skills development and, aligning strategy, culture and people. Developing functional competencies involve sharpening employees' skills in handling work related applications like excel, SharePoint etc. as part of improving productivity and quality. Focusing on improving the know-how in the industry knowledge will have a long term impact for the business when the employee moves up the ladder of hierarchy.

An employee with strong technical skills but with poor soft skills can be very good at managing operations but not becoming a leader. A company like Apple where perfection is the key, clear and concise communication of ideas becomes crucial. Focusing on interpersonal skills, business etiquette, team spirit and, negotiation skills among others will support in polishing the overall personality and creating future leaders.

Personnel at higher managerial level involve in framing strategies for business development and align those with culture and people. Sensing the pulse of the internal environment, understanding the requirements of the employees, their motivational levels and their concerns stress on the requisite of the behavioral traits which can be developed through effective trainings by the experts in this field.

These objectives, if thoughtfully planned and executed, will have a long term impact in shaping Apple Inc. to be competitive in acute scenarios like economic down turns.

As these objectives flow from the strategic planning and implementation stage changes to the prior modules is not required. These will in turn support in achieving those goals.

References

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