

The training and development program

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



Phase 2 that is the DO phase is all about selecting and implementing specific training programs and their content. The method of extracting the content for a training program is done from the company's strategic objectives, culture, values, and decided skill needs. The most important training and development area is leadership training that is conducted by organizations through short courses. Mostly training and development resources are derived from inside of the organization and a minor amount is extracted from the outside environment.

Phase 3 is the Check phase, unfortunately, this is the most ignored phase in most organizations but organizations that give importance to this phase have developed successful training and development programs. This relates to the evaluation of the training and development program that is currently running. The aspects evaluated are whether or not the desired results of the training program are being achieved. This phase previously did not give accurate results due to the fact that variables being evaluated to measure the success were not relevant to the training program since the arrival of computers this phase has become more active and efficient and organizations find it much more convenient to carry out the evaluation process.

Phase 4 known as 'Act' is basically related to controlling the training and development program meaning that after evaluation of meeting the objectives, slight changes and modifications in the training program might be required and making these changes is known as the 'Act' phase. The training program is not one time programs they need to alter and modified time and again. Organizations give these programs high priority and tend to

allocate huge budgets for the activity. Therefore changes required should be made at the right time and place considering the importance of the functions. An effective training and development program is which gives continuous learning and this can only be achieved with efficient feedback and evaluating techniques.

The article relates to organizations that have achieved high skill rates along the years through their excellent training and development programs. In the world today competition is common and skills to handle situation needs to be developed in managers. This can help organizations to ensure a successful future. The article tends to present the best solution for finding and developing skills among workers the only drawback of this article is that it does not explore new and innovative ways to handle these concepts that are gaining importance nowadays and gives importance to conventional and old methods.