

Westcan

Business



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Training assessment for Westcan Case Training assessment in Westcan Case

The best training evolution that I can suggest as a manager of Westcan entails developing a training design as suggested by Karen (Author, 2012). This is because it would allow managers to give out their views concerning an effective training program (Great Britain & Great Britain, 2010). For example in this case, Karen suggested the importance of conducting a need analysis by first taking into consideration the requirements of an effective meeting (Author. (2012). Managers should be given an opportunity to give out their opinions on how the current meetings should be conducted and area of inefficiency in those meetings. This may help manager to identify areas deficiency among them for further training (Kirkpatrick & Kirkpatrick, 2010). Additionally, managers should be asked to give out their opinion concerning the kind of training they would like to have in order to ensure training administered to them is relevant and effective (Kirkpatrick & Kirkpatrick, 2010). Also, it is also very vital to seat down with managers and identify areas of deficiencies among them (Author, 2012).

This can help managers to design an effective training package (Bramley & Chartered Institute of Personnel & Development, 2003). In above connection, questionnaires should be designed, piloted and administered to managers to gather information on what should be done in order to have effective meetings (Kirkpatrick & Kirkpatrick, 2010). Research indicates that, managers understand the elements of an effective meeting but they don't practice what they were taught (Author, 2012). Therefore, managers should be encouraged to put the theory they learnt into practice so that they can become effective and efficient (Bramley & Chartered Institute of Personnel & Development, 2003). Conclusively, the identified needs for training should be

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evaluated by determining the extent at which the training needs have been implemented (Bramley & Chartered Institute of Personnel & Development, 2003).

References

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