



ODA/Management Review

Employee Development

A NOTE FROM JOEL March 2022

Last month we talked about generating enthusiasm by teaching employees something new, making positive changes and helping people learn new things. This is a good approach to improve your organization.

This month I am going to take a step back and discuss some of the factors that have an impact on that employee development.

Training programs and changes in process may not be universally welcome by your employees. They may feel threatened. Some of your team may have been doing the same tasks for a long time. They may be comfortable in their current role and afraid of change. The concern about the future can be a natural feeling.

So, can the enthusiasm of one person who loves to learn be a downer for those who fear change? We know your team members are not alike; each responds to change differently. Some are afraid of the training you are putting in place. This is just as true of your supervisors and managers.

In my experience the first step in embarking on change is doing an inventory of your employee assets.

What is your workforce like?

What are their backgrounds, education, experience in your field and others?

What is the strength of your supervisory team?
What is the teaching skill of your experienced leaders?

These questions will give you clues at their ability to change.

Employee development starts where they are now.
What is your team's interest in learning and change?

Regards,

Joel



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