



## ODA/Management Review

# Employee Development

### A NOTE FROM JOEL

#### April 2022

This newsletter is the second in a series about Employee Development. Did you notice the question I asked in my March newsletter?

Let us look at the last paragraph:

Employee Development starts where they are now.

*What is your team's interest in learning and change?*

How many times have you brought in a new idea? You are all excited because you can see this as an improvement in your firm.

Why wouldn't everyone agree with you?

How can they not understand how important this could be?

As in so many times in life, the difference is perspective.

You see high productivity in a new program, your IT guy says, I must learn a new language!

You see a new product to sell to your customers, your service guy must go for the product training!

It is that old saw: change is in the eye of the beholder!

Of course, this does not mean you do not make changes. It does mean you would do better if you involved others who will be impacted by the change. Help them see the benefits as you listen to your employee's perspective.

Get your team on the path of improvement with you, make room for them early in the change. They will add to the value of the improvement because you involved them early.

Regards,

*Joel*

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