



# Employee Development

THE IMPORTANCE OF INVESTING IN YOUR EMPLOYEES

# Employee Development

- Development refers to formal education, job experiences, relationships and assessment of personality and skills that help employees prepare for the future (Noe, 2013).
- Prepares them for other positions in the company.
- Increases their ability to move into jobs that may not yet exist.
- Prepare for changes in their current position.



# Organization Benefits

- People will have more pride in the organization and their work if they know you care about their future.
- It helps build loyalty and loyal employees stay engaged.
- Employees appreciate the support and want to become a valuable asset to the organization.



# Development Initiatives

- Have employees complete a thorough self assessment so their development needs are identified.
- Have employees develop short and long term goals and develop a criteria that could be used in determining if the goals were obtained.
- Have employees develop an action plan in writing stating how they will accomplish their goals.
- Introduce employees to formal education programs to actively involve the employees in learning
- Stress tuition reimbursement



# Unleashing Positivity in the Workplace

- Reflected best self – refers to an intentional focus on and development of one's strengths instead of one's weaknesses.
- Example- each employee asks 20-30 people to share three examples of when they have seen them at their best and the strengths displayed in those instances.

- The employee then uses the feedback to create their best self portrait.



# Summary

- Personal development is a lifelong process. It's a way for people to assess their skills and qualities, consider their aims in life and set goals in order to realize and maximize their potential.
- Development is also essential for the organizations success as well.



# References

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