

Tips for Development

1. Encourage your team members to be responsible for their own development
2. Encourage external learning
3. Reward the employees who learn in their own time
4. Assess knowledge and skills together

Inspire your Workforce to be Responsible for their own Development

While the employer is also responsible for adequately developing an employee, the employee themselves also needs to show some initiative to improve themselves.

Developing a professional action plan is an excellent way to ensure employees remain attentive and on track to reach their goals. Their career advancement needs to be aided by a plan designed to help them improve their abilities.

If you collaborate with them on this process, they can follow a generic template to complete their own simple plan, or you can provide them with a general template that the whole team can use.

Encourage External Learning

Grant your workforce opportunities to attend pertinent conferences and seminars.

Also encourage them to pursue further education. Due to the everchanging working landscape, this can be done in-person, remotely or both. This greatly improves and speeds up their skills and advances their job efficiency.

A recommended way to do this is to frequently send them at the company's expense, as they will be more willing to go and will be more interested while in attendance. It is also suggested that, where possible, you contribute towards any educational qualification an employee is pursuing.

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Reward the Employees who Learn in their own Time

The majority of your team members likely partake in informal development outside of work hours on a somewhat regular basis.

Be sure to find out more about the staff member who is doing this, what they are doing, and be sure to tell them you appreciate what they are doing.

According to Glassdoor, 53% of employees say they would stay longer in a company if they feel appreciated. Rewards and recognition go a long way to improving but also retaining an employee. The employee will work harder, bettering both themselves and the company.

Assess Knowledge, Skills and Abilities

Direct communication with an employee is the best way to identify their key skills and knowledgeable areas.

As a result of the feedback they provide, you are able to plan the areas that need improvement and prioritize them accordingly.

In addition to providing employees with honest feedback, this is also one of the best ways to establish a strong working relationship.