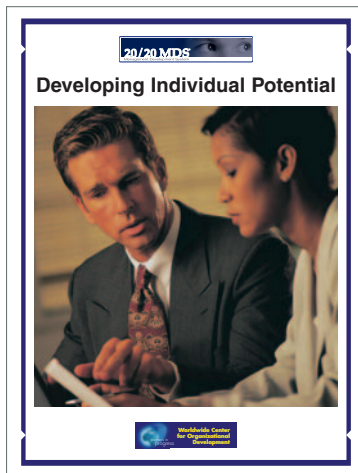


# Developing Individual Potential (Level C)



## Underpinning Competencies

- Appraising People and Performance
- Training, Coaching and Delegating
- Setting Goals and Standards
- People Enablement
- Reciprocal Communication

## Linked Assessments (where applicable)

- Developing Others Profile

One of the most important resources an organisation has is its employees. Their competence and commitment largely determine the objectives that an enterprise is able to set for itself and its success in achieving them. Market forces constantly force employers to pay particular attention to their personnel policies and practices. As a result, there is a growing need for more effective training and development of the human resource.

Effective training and development is achieved by creating the right conditions for them to take place. In this module we will not be mainly concerned with the actual teaching or instructing. Rather, we will be placing more emphasis on management's responsibility for the training and development of staff and on the individual's own responsibility for his or her own learning. We will also be looking at some of the mechanisms that the organisation can provide for the development of its employees.

## Objectives

At the end of this module you will be able to:

- recognise the scope of your responsibility for self and staff development
- identify your own development needs and those of others
- recognise and make use of development opportunities
- identify individual learning styles
- negotiate individual development plans and learning contracts
- evaluate the effectiveness of self and staff development programs.