

Training Need

Stage of Capability Building

	Performance	Individual	Team	Organisation
Objective	Solve for ad hoc & recurring performance issues	Continuous professional development	Influence knowledge sharing & collaboration	Compliance Innovation
Development	Coaching/mentoring Stretch assignments modules	Leadership development PDPs	Group projects Task forces Peer to peer mentoring	Compliance Business drivers
Evaluation	KPIs Team effectiveness Attrition rates	Completion rates Succession plans	Project timelines Attrition Rates	Customer satisfaction Overheads
Realisation	Employee satisfaction Less micromanaging	Talent pipeline Resource availability	Systems of productivity Healthy culture	Market position Training ROI

Education For Capability

Melanie Walker, Elaine Unterhalter



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