

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, Monica McLean



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