

Five reasons why Training Needs Analysis

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WPLA WORKSHOP

Influence of Land Administration on
People and Business



Contents

- Contents
- Introduction
- What is TNA?
- Reason 1
- Reason 2
- Training Manager
- Reason 3
- Reason 4
- Reason 5
- Summary

- Introduction
- What is Training Needs Analysis?
- Reasons 1 – 5
- Summary

Introduction

- Contents
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- Reason 1
- Reason 2
- Training Manager
- Reason 3
- Reason 4
- Reason 5
- Summary

- What is a TNA?
- Training Needs Analysis
- Training Needs Assessment
- Paper looks at the importance of training:
 - In an organisation
 - In Land Administration projects

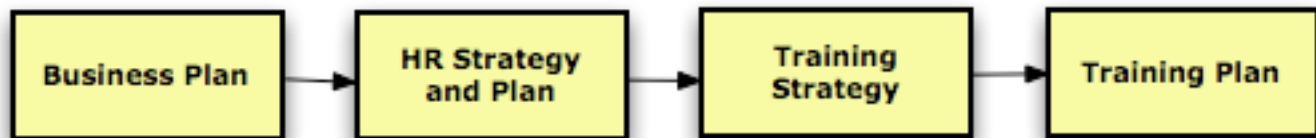
1- The need to understand training requirements

- Contents
 - Introduction
 - Reason 1
 - Reason 2
 - Training Manager
 - Reason 3
 - Reason 4
 - Reason 5
 - Summary
- Importance of training
 - RoI greater than the cost
 - TNA
 - PEST
 - Operational context
 - TA projects
 - Other project inputs
 - Multiple providers

2 -The need for a plan

- Contents
- Introduction
- Reason 1
- Reason 2
- Training Manager
- Reason 3
- Reason 4
- Reason 5
- Summary

- If you don't know where you're going.....
- Linked to organisation's business plan



- When, by whom, how, at what cost
- Minimise impact on operational work
- Co-ordination of project inputs

A Training Manager

- Contents
- Introduction
- Reason 1
- Reason 2
- Training Manager
- Reason 3
- Reason 4
- Reason 5
- Summary

- Specialist knowledge / experience
- Single focal point –
 - For directors, managers and staff
 - Holistic view across the organisation
 - Single contact for external stakeholders
 - Management of budget, costs and contracts
 - Avoids overlaps and gaps
 - Management of team of trainers

3 – Maximising the effect of donor funding

Effectiveness and efficiency

- Contents
- Introduction
- Reason 1
- Reason 2
- Training Manager
- Reason 3
- Reason 4
- Reason 5
- Summary

- Training to support other inputs
- Maximise their impact
- Co-ordinated via Training Plan
- Co-ordination of multiple providers
- Monitoring effectiveness of training

4 –An organisation's biggest asset is its staff

- Contents
- Introduction
- Reason 1
- Reason 2
- Training Manager
- Reason 3
- Reason 4
- Reason 5
- Summary

- Productivity
- Job Satisfaction
- Staff retention
- Motivation

5 – Sustainability of skills / knowledge

- Contents
- Introduction
- Reason 1
- Reason 2
- Training Manager
- Reason 3
- Reason 4
- Reason 5
- Summary

Building capacity in the organisation

- Short term for immediate inputs
- Longer term – management and soft skills
- Induction training
- Training Manager
- Training for Trainers
- Training Strategy and Training Plans

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- Contents
- Introduction
- Reason 1
- Reason 2
- Training Manager
- Reason 3
- Reason 4
- Reason 5
- Summary

- Importance of Training
- TNA = Effective planning and delivery
- Impact on organisation's performance
- Impact on organisation's influence on people and business
- Croatian example ...TNA and Audit
- PIU cited by donors as examples of good practice
- Essential for good corporate governance and sustainable land administration projects



Hvala
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