

## **BARBADOS TODAY**

**Column: In My Interest**

**Article: The Importance of Staff Training**

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In a published article written by international business development consultant Lucien Moons, dated 18 May 2011, and headlined, '**The importance of training your staff,**' the writer makes the following observations:

"A well trained staff will help reduce the risks of potential mishaps within the business, and it will condition the employee to give his or her best in any given task. Every business has its own culture and way of doing things, and when a new employee enters the so-called 'corporate family' it is vital to instruct your employee on the know-how of the business and how it operates.

When training your staff you are investing in the overall moral of the employee, meaning that he or she will feel that they belong within the business, and that the business is interested in their involvement. This will create a sense of loyalty for the employee, which means that the staff will give their absolute best in order to secure the success of the business and in turn secure their position within the business. This loyalty will also inspire the employee to climb the corporate ladder within the company, and thus will invest into more training on his or her own behalf."

These are extremely important points that ought to be noted by every employer and those who are entrusted with the management of an enterprise. In addition to these, there are two points that are likely to override all those that have already been identified. These would be efficiency and productivity.

The management of many enterprises are seemingly not inclined to place a premium on the pre training of staff members before the commencement of work. There are however few exceptions. This applies in cases where the nature of the job demands it. It is more apparent that after being recruited, employees in some instances are trained on the job. Due to the lack of training, the limitations of some employees are exposed, and this can often

placed them in jeopardy in satisfying the requirements of the probationary period of under the contract of employment.

That fact that employers have a tendency to recruit persons based on their existing qualifications, supposed skills and abilities, can be credited as a contributory factor in the exposure of employees to fail in meeting the initial expectations of the employer and the demands of the job. It is simply amazing that some employers would shy away from training their staff members. It may not be obvious to them that the training of staff tantamount to an investment in the business. It is shortsighted to believe that a business would be efficient, productive and successful without a well trained, discipline, motivated and cooperation team of staff members.

Small island states like Barbados that are desirous to be competitive with third world develop countries have more than enough reasons to staff training and development seriously. It is important that caution is taken towards adopting a piece meal approach to training. Training in a business ought to be continuous as it is the only guaranteed way to assure improvements in the competencies of staff members.

Those who identify with training as a priority, should attempt to make good use of the opportunity to cash in on the Competency Based Training no before offered in Barbados through the Barbados Competency Based Training Fund. As a registered training provider with the Barbados Accreditation Council, Regional Management Services Inc offers several training modules. These include a General Staff Orientation Programme, Leadership and Management for senior and middle management personnel, and Occupational Safety and Health training that is opened to all members of staff.

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