

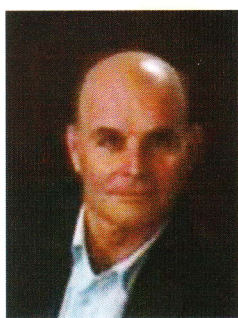
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## Review - Wellington May Event:

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# Development – for the People or for the Business?

John Faisandier (FNZATD)



It is a question that is often asked by organisations. Are we developing our people to make them better employees or are we wasting money developing them only to see them leave and take their skills elsewhere. I was excited to see that this was to be a topic at our May meeting

and who better to present than John Faisandier. An award winning trainer who specialises in teaching people skills through his company TUF: Thriving Under Fire, it was sure to be an interesting evening

In true facilitative style John led a very participative evening. We began by discussing our own thoughts about development generally but soon moved on to a reflective session where together we explored the different stakeholders who have an interest in development when the development takes place within an organisation. . With everyone in the room modelling a different stakeholder, we explored the different experiences, needs and drivers of each.

Starting with the learner, we branched out to look at the interest of the trainers, the learner, the learner's manager and the training manager. We then extended the view to other business stakeholders such as the Chief Financial Officer, CEO, and the learner's internal customers. Looking outwards we then turned to look at the external customers, competitors and even vendors. Finally, by changing the angle of the lens again, we started to consider the wider community and New Zealand as a whole.

By standing in the shoes of each stakeholder it became easier to discuss the inter-relationships: dependencies and tensions, partnerships and pressures; personal versus professional, operational versus strategic. It certainly gave everyone a great chance to step out of their own perspective and consider the different dynamics which are part of training and development in the organisational setting.

Learning and reflecting with peers is one of the great benefits of belonging to NZATD and this session was an amazing example of how powerful this sharing can be. Very many thanks John for a great session!

Reviewed by: **Diane Edwards.**