



## Training

### **BENEFITS OF PROFESSIONAL LEARNING**

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Professional learning is a critical tool for maintaining an organization's competitive edge. This competitive edge is achieved by enhancing the knowledge, skills and attitude of the talent in the organization. Smart organizations should become familiar with the benefits of providing quality professional learning.

#### **Professional Learning Benefits**

Employees are the outward face of an organization. Smart organizations want the best people on their team as they reflect the culture and values of the organization. Today, workplace evolution is faster – changes in the workplace occur quickly and continue to evolve. An organization will be left behind if employees are not expanding their knowledge and skills.

1. Professional learning allows retention of the best talent. Appropriate professional learning ensures employees' knowledge and skills are current and relevant. Change agility along with a learning mindset are vital in the workplace. Employees aware of changing trends and directions in the industry are willing to adopt new and better techniques for business effectiveness.
2. Impactful professional learning boosts morale. Employees feel valued when the organization invests in them. They are excited about their work and usually put more effort into it. Informed employees can share new information with customers who in turn value their expertise.

#### **Professional Learning Plan**

Every organization should develop a professional learning plan. A professional learning plan is a professional learning solution customized to the organization's present and future workplace needs. Management planning and Learning & Development engagement are required in the planning process. The organization's professional learning plan consists of the following components:

- Learning program strengths and areas needing improvement.
- Address employee onboarding, upskilling, and off boarding.
- Appropriate mix of technology and essential (soft) skills in professional learning for employee success.
- Methodologies and media most effective for facilitating learning.

With an understanding of the benefits of professional learning and the development of a professional learning plan, an organization is ready to secure professional learning consulting services.