

Facilitator training centre launches management courses

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According to Forbes.com, Human Resource leaders should focus on talent management and talent development in 2014. With this in mind, and in response to calls from industry, The Institute of People Development (IPD) has recently launched its management programmes.

The decision to offer the management courses was taken due to a realisation that many people in a management position cannot further advance in their careers as they do not have a formal management qualification, regardless of their everyday proficiency in a management position. In addition, experts in their field are often promoted to management positions on the strength of their technical/product expertise. "However, being a technical expert, for example, does not equate to being a good manager - even if you are managing a technical team. Managers need to be equipped with actual management skills," confirms IPD director, Gizelle McIntyre.

"We identified a dire need in the market, particularly in our capacity as consultants to companies across all sectors of the economy, for true management training. Due to IPD's background in education, training and development (ETD) and skills development, we feel that we are in a strong position to offer true development opportunities for all managers," adds McIntyre.

Although a sea of management courses, workshops and programmes exists, IPD will set itself apart as a provider that will bring real-world skills, proper assessment and thus real return on investment to the arena. "We will do this by ensuring top class facilitators, best practice material, innovative delivery methodology and an experienced ability to analyse needs; thus providing *exactly* what is required to increase performance and manage skills gaps." The management courses include the Level 5 National Certificate in Generic Management as well as a Level 4 FET Certificate in Generic Management.

McIntyre offers her advice for those that want to improve their workforce or themselves in 2014. "Make 2014 a year for growing, learning and sharing your knowledge. The first step is to take some time to do some introspection. Honestly evaluate yourself in terms of your skills and the gaps that you have which are preventing you from improving your career. Don't rely on what you already have, rather focus on what you need and then do something about it!"

For general career and personal fulfilment, McIntyre suggests six steps for staff members and managers alike to follow. *Focus on relationship building*; you never know who you may need assistance from, or will be able to offer assistance to, in the future. Ensure that you bring a sense of *fun and excitement* into what you do for a living. "If you cannot achieve this it's time to move! Find something that you are truly passionate about." *Take proactive action* in filling the gaps in your knowledge – don't wait for management, apply for training yourself. *Remember that future planning is essential*. "Think about what you would want to read in a press release about yourself in five years' time and then do what needs to be done to achieve those goals." Focus on *effective time management and the development of productivity skills*; too much time is lost on procrastination and ineffective work practices.

“Lastly, and possibly most importantly, don’t forget that *you are a holistic person*; spend some time attending to your own health and wellbeing and remember to be grateful for the things you have in life, no matter on how small or grand a scale.”

- ENDS -

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Boilerplate:

Founded in 1999, Workplace Skills Solutions t/a The Institute of People Development (IPD) strives to equip, prepare and certify practitioners in order to serve South Africa’s skills development strategy as well as facilitating the transformation of education and training. Over the years, IPD has become the preferred people development partner to most state owned and private enterprises in Southern Africa. For more information, please contact IPD at trainingenquiries@peopledev.co.za on (011) 315 2913 or visit www.peopledevelopment.co.za