

## Some generalisations about training

### Most training...

1. Is not anchored to agreed needs, nor specifically designed to meet these specific individual needs.

My views:

2. Results in little or no attributable long-term application of learning to the workplace.

My views:

3. Is not thoroughly evaluated – at best relying upon 'happy sheets', with no post-event follow up.

My views:

4. Is more likely to be opposed than supported by managers and colleagues on the return to 'real' work.

My views:

5. Is amongst the first 'costs' to be cut when times get tough...is *not* seen as a genuine investment.

My views:

6. Is avoided by those most in need – for 'fear' of what?

My views:

7. Is a less powerful means of developing development and learning than other methods.

My views:

8. Is insufficiently learner-driven at an individual level – groups tend to lessen learning value per head.

My views: