

Part VIII

Learning and Development

Learning and development strategies and practices as described in this part aim to ensure that people in the organization acquire and develop the knowledge, skills and competencies they need to carry out their work effectively and advance their careers to their own benefit and that of the organization.

The term 'learning and development' has largely replaced that of 'human resource development' (HRD). The terms are sometimes used interchangeably, although the introduction of 'learning' has emphasized the belief that what matters for individuals is that they are given the opportunity to learn, often for themselves but with guidance and support, rather than just being on the receiving end of training administered by the organization. This change has been reinforced by the importance attached to understanding how people learn and to the concepts of organizational learning and the learning organization.

Part VIII contents

40. Learning and development strategy	653
41. The process of learning and development	663
42. Learning and development programmes and events	683
43. How people learn	700
44. Organizational learning	713
45. Management development	720

Learning and development activities and methods are described in Appendix D.

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