

PART 4

DEVELOPMENT

- 16 Strategic aspects of development
- 17 Context, competence and competencies
- 18 Learning and development
- 19 Career development

Part IV Focus on skills
Interactive skill 4: Teaching and presentation



Having set up appropriate methods of organisation and systems to ensure performance, we now have to consider in more detail the ways in which people acquire skill and knowledge in order to develop their capacity to perform effectively.

One feature of development is the national framework within which vocational skills can be acquired. Here the individual employer relies on the provision of the education system and the arrangements of professional and other bodies, which specify the appropriate standards for vocational competence. Individuals are developed further within the business, especially in management development, where the skills and knowledge needed tend to be much more organisation specific and the methods of development are geared to the ongoing processes of the business.

Individually we are all interested in our own careers. It is now unlikely that anyone will spend more than a few years with a single employer, especially at the start of their working life, so career development is something that we take on as our responsibility rather than as solely the responsibility of our employer.

Central to all development is the teaching interaction, whether it be the instructor developing the capacity of someone else to acquire a practical skill, such as driving a car or using a keyboard, or the mentor developing a protégé's self-confidence and effectiveness in social situations.

