

## Inaugural Training Managers Network Meeting Notes Friday, November 28, 2014

**Please see below, notes captured from our inaugural meeting, you might notice repetition of some ideas, this was deliberately done to have everyone's input reflected.**

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### **What should the Objective be?**

- Challenges faced in organization (funding due to IMF).
- Consistently attend.
- Partner to do training and development.
- Interested in learning and development
- Share ideas.
- Learn as much as we can.

### **How often should the meetings be held?**

- Quarterly (24)
- Bi-Monthly (1)
- Bi-Annual (5)

### **Where should the meetings be held?**

- MIND (next meeting)
- Each other's office
  - MIND to support facilitation if required

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### **What do you do in each meeting?**

- Discuss strategies to focus more on talent management rather than training and development.
- Provide updates on new aspects of training
- Discuss new Strategies and trends in human resource development
- Explore current and emerging trends in Learning and Development
- Discuss the alignment of training and development to the National Strategic priorities for the government sector
- How as Training/Learning specialists we can contribute to organizational development
- Discuss challenges faced within each organization
- Use the TNA to drive decisions.
- Explore best practices in Training and Development
- Explore the latest trends in Training and Development
- Explore the use of Technology in Training and Development
- How we can assist each other to execute the Training and Development portfolio
- How to develop a Training and Development Plan that is aligned to the Business Strategy of the organization
- Structuring on the job training

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- Training Opportunities for practitioners
- Learning and Development issues and how to deal with them
- New paradigms within Learning and Development
- Training Strategies: Best Practices - to enhance delivery
- How we (Training and Development Managers) can support/build our organizational capacity, through creative and innovative, yet cost effective training programmes.
- Various challenges faced by the different training departments and what recommendation can be made to alleviate these challenges
- How to motivate staff
- Organisational development related issues
- How to engage staff in social activities
- How to partner to facilitate Learning and Development
- Alignment of training needs to organizational needs
- Emerging trends in Training and Development and Human Resource Development
- Collaboration of Training and Development Units with other Units.

**How do you want to behave to each other?**

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- Be on time
- Inform of your absence in advance
- Respect each other
- Be responsible – if your given something to do, do it
- Dress appropriately
- Work as a team
- Come and be prepared to contribute
- Review how groups work

### **Next Meeting Topic:**

- Align business strategy to learning and development
- Public Sector Learning Framework (PSLF)
- Training Needs Analysis