

Qualification: CIPD Diploma in Applied Human Resources

Module Name: Performance – Understanding the link between individual and organizational performance

Activity 4

Word Count: 285 (300)

Student Name: Melanie Goldsworthy

Student Number: 1905548

CIPD Membership Number: 55478711

By signing below, I confirm that the work/evidence presented is my own, unaided work. I understand the regulations pertaining to candidate malpractice and the action that may be taken as a result.

Signed: MGoldsworthy

Date: 14/09/2020

My Development needs (300 words)

I have had a discussion with my line manager after completing the tasks for this module, and we have both agreed that I need development within learning and development, particularly in delivering training. I have little experience in delivering training so thought this would be a good opportunity to get some experience. Within the profession map learning and development are part of the specialist skills band; I do have some experience in coaching from my previous role as a line manager but not in delivering training. My aim is to gain skills in learning design and delivery, and use a blend of learning approaches including face-to face delivery, digital, social collaborative and coaching, as well as the application of motivational and behavioural science. This is described in the new profession map on the CIPD website.

If I have a better knowledge and understanding of delivering training, this will allow me to gain skills and contribute to the impact of learning at individual and organisational level. Where possible I will contribute to a training session within Bluestone to gain confidence in delivering a session or part of a session; this will allow me to build on my new skills and develop myself as well as others. I will request feedback from the Learning and Development team at Bluestone to fully understand where I can improve and develop. My line manager and I have agreed to hold a review to discuss my development in delivering training in 6 months, and we have also arranged monthly informal catch ups to discuss this and any progress or feedback. I will be coached by the Learning and Development team in the meantime and will record my progress via my CDP.

Reference:

CIPD People Profession. 2018. *Learning And Development | CIPD Profession Map*. [online] Available at: <<https://peopleprofession.cipd.org/profession-map/specialist-knowledge/learning-development>> [Accessed 13 September 2020].