

Programme: BA (Hons) Leadership and Management Skills for the Workplace

Module: Developing Relationships and Workplace Achievements

Module Code: (BMSW 5102)

Individual Report on - “Development of a plan by meeting the identified personal development needs and expectations of individual employees in a chosen organisation”

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INTRODUCTION

We will start by making a small introduction to the lidl company, which is where we will work and where we will carry out the necessary procedures to discover the needs of employees to develop their skills, we will also make a small introduction of how important training is and how to mentor employees to create a plan to ensure that all employees benefit and achieve personal development that serves to achieve the objectives of our company lidl.

Extensive knowledge of the internal environment of the company is essential to know the needs of employees and to be able to carry out online trainings and meetings with employees effectively.

TRINING:

We will do trining periodically to develop skills and seek improvements, thanks to online tests that each employee can do from home, we will also carry out group activities during a weekend in places for training company teams so that employees can get to know each other better and can create strong connections and increase teamwork, projecting a better service to the client.

We must have objectives that are achievable, such as intelligent objectives to be able to define them easily and thus facilitate the search for the necessary skills in the staff to develop them. It will also be important to know exactly what the benefits of trining are so that employees can know what they need to be focused on so they can put it into practice while working.

At the end of the trining it will be necessary to track progress to know if it has been effective, managers will be in charge of detecting if there are improvements in the workplace thanks to comments, surveys carried out or updated data.