Management of Training

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Introduction

- Training a key factor in building capacity
- Paper looks at the management of Training
- Applies to all Surveyors
- Provides a guide to best practice in training
Content

- Strategy
- Assessing needs
- Training & Development
- Conclusions

OVERALL STRATEGY

- Long term development programme
  - Suits individuals needs
  - Suits corporate needs
  - Suits challenges of the present
  - Suits challenges of the future
Technical Training

- Health Safety & Environment
- Communications & Teamwork
- Planning, Monitoring & Reporting
- Practical Skills
- Latest Trends
- Quality Control & Record Keeping

Management Training

- Time Management
- Negotiations & Presentations
- Supply Chain Management
- Programming
- Risk Change & Value Engineering
- Management & Leadership
- Commercial & Quality Awareness
Corporate Training

- Dealing with the Press
- Accounts
- Cash Flow
- Networking
- Contract Law

Planning Continuing Training

- Maintain Interest within flat organisations
- Match forecast development
- Recognise National trends and requirements
Assessing Needs

- Training needs Analysis
- Skills gap
- Regular, formalised
- Interventions

Training

- Structured Training Schemes
- Initial professional development
- Continuing professional development
Continuing Professional Development

- Institutional Objectives
- FIG Publication No 15
- Individual responsibility

Training

- Who should be Trained
- Learning outside the Workplace
- On the Job Training
- How much training
- Forms of training
- Cost of training
- Best practice
OVERALL STRATEGY

NATIONAL

GROUP

PROJECT

INDIVIDUAL

Skills Gap Analysis

June 2008
FIG Working Week

Training

June 2008
FIG Working Week
Conclusions

• Structure over whole life
• Target individual needs
• Individual responsibilities
• Personal development plan
• Investment in Training is investment in the future

• THANK YOU