

I need help!

How to convince your employer to commit to training or coaching

During your appraisal, or perhaps on a more regular basis, you may get the chance to identify some Continuing Professional Development (CPD) or a qualification that you feel would be of benefit to your career or your personal development.

The question is, does your employer agree?

Here are some suggestions and statistics to help you explain to your employer how your chosen training or coaching can add value to the operation of your business.

Retention

Assuming that your boss thinks you are doing a good job, he or she will want to keep you in that job, meaning they need to keep you motivated and demonstrate that they are interested in your development. The cost of replacing you will run into many hundreds, perhaps thousands of pounds, so it makes sense that they spend some resource on your personal development and these costs are also usually tax deductible. Various employee research has shown that people are more likely to stay with an employer if they feel valued, are well trained and supported.

Motivation

Engaged staff deliver 4 times the financial performance with an average 3.5 sick days less per year than disengaged staff (Gallup 2011). Does your boss know what motivates you? Come to that, do you know?? Coaching can help you to understand what you want and how you want to get it, including your own personal development. How often have you attended a training course because it is on the list and you "probably need to brush up your IT skills anyway!"

Beating stress

35% of employers have reported stress-related absence has increased over the past year and is the main cause of persistently high levels of long-term public sector absence, according to CIPD/ Simplyhealth statistics. The survey found 79% of non-manual public-sector employers rate stress as a top-five common cause of absence. The survey also

Coaching

The Chartered Institute of Personnel and Development (CIPD) says more than 500 companies were surveyed for the Taking the Temperature of Coaching report, which found that 51% of them see coaching as a key part of learning and development and consider it 'crucial to their strategy'.

According to the survey, coaching is being used at all levels to build on good performance (23%) and improve poor performance (20%), and also in leadership development (23%).

Coaching is a way of helping you to work out any challenges you face without having to refer them to your boss. A good coach will also impart some coaching skills that will allow you to continue to 'self-coach'

Once the sessions are over, so there is a legacy in place for your development.



07587 176599



info@wctd.co.uk



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www.wctd.co.uk

reveals 56% rated organisational change/restructuring as a top-three cause of work-related stress. Who would Have thought it!!?

Training or coaching that is designed to assist your ability to be resilient and face challenges will help you to beat Stress and perform even better. Some people deal with stress better than others, but understanding why you get Stressed and identifying some tools to help can make all the difference.

Planning

Does your organisation use personal development plans? If they do, then your plan should demonstrate exactly how Your new skills will improve your performance. If they don't, why not write a one-page explanation of why this Particular training or coaching is right for you and how you will be able to Tackle new challenges. This is not to suggest that there is anything 'wrong' with your current performance, Rather that you have a desire to continually improve!





If you are away for more than one day, ensure your plan includes how operations will continue in your Absence. It is a good idea to demonstrate how you are going to share your new skills with others

Don't forget that your employer needs to see how these skills relate to your role, so you might want to get The job description out!

Summary of the cost benefit

1. It is cheaper to retain than recruit
2. Engaged staff deliver 4x the financial performance
3. Stress is a common cause of absence
4. Training is usually tax deductible
5. Your training budget will usually only increase with inflation
6. Coaching helps you to deliver more with the same resource
7. There are deals to be made on training and coaching
8. You will share your newfound skills for others to benefit for free

Other benefits

-  You will have new networking opportunities with peers who Share challenges similar to the ones you have
-  If you want a different answer to the same problem, you are going to have to approach it in a different way, Or ask somebody else.
-  You will gain a new perspective on the same job
-  Your boss does not have to spend time thinking about your personal development plan

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