

## The saving paradox

Do you agree that sending an employee to one very good training course a year is better than sending them to three mediocre ones? Many organisations get caught up in the saving paradox, where they opt for a cheaper course to save money. This concept is one of the biggest paradoxes of business. The saving of absolute dollars for the training chosen will result in a lot higher costs through: -

- Organisations having to catch up with competitors instead of staying ahead of the curve
- Lost opportunities by Salespeople
- Lost time as employees spend time out of the office but gain nothing
- Lost time as employees spend more time executing tasks that they would otherwise execute faster with the right level of training
- Demotivated employees if they are not very good at what they do
- Lost money, having to pay (although a lower cost for a course) for no value at all

Skills development is an area that is too important to leave to chance. A half done job in this area could easily lead to a half done job on delivery by the organisation. Business Managers have to take charge and be involved in ensuring that training delivered is of good value. Learning practitioners have to be committed, from the process of selecting a training provider, all the way to post training reinforcement and on the job application.