

Apprenticeship: People Development

Superman wanted! Who needs what to become what?

Who always comes up with these job descriptions? Preferably the employee should be 30 years young and already has at least 10 years of experience, has experienced everything and is ready for the next big step, but is young enough so that he is still completely flexible. In addition, he went to college and can do anything. He is the BEST in this field.

Staff development is more than the hunt for the next best employee; it is the **development of the good employees to the right employees**. Clear communication about perspectives of both sides and a development program are needed for his development and not just because there was still an open spot left in the class. The right amount of support and the jump into the deep end are essential. And most importantly is to transparently convey to the employee each achieved development milestone.

You know this one: A new manager is needed and a specialist gets the job. But then you find out that he has deficiencies in his leadership skills and he gets sent to a seminar or a coach. Why wasn't this done before to "completely" prepare him to take over this job? Why is he chosen in the first place? Isn't there someone "completely ready" already? Certainly, but now he is frustrated because he was developed but he has been over seen. Why was he prepared?

Why does something like this happen? Because leadership doesn't have the guts to tell an employee the truth. In technical terms: The employee has the right to know the "brutal truth". When you train an employee as a leader, you have to choose him when you have a job opening. Otherwise, leadership has failed beforehand.

Most of the training takes place:

- too late,
- not applicable to the career of the employee,
- with the goal of becoming the "best" instead of being "right",
- position-oriented and not role-oriented,
- "secretly". Unfortunately, the system does not show in most cases where which employee with what training level is currently placed in the organization.

Based on a clean analysis and an assessment, the employee will be with a clearly develop roadmap approved by the supervisor. With the help of a simple tracking tool, everyone in the organization can see which training level is being placed where.

We would like to give you more information. [Can we reach out to you?](#)

Or do you want to contact us? Then Mr. Andreas Halbleib is available to you:



Phone: +41 (0)71 446 50 30
Mobile: +41 (0)79 816 59 73
Email: andreas.halbleib@temas.ch