

## **PEOPLE DEVELOPMENT TRAINING THAT CAN BE MEASURED IN TERMS OF PERFORMANCES**

*“The road is to be aware that people are the heart of any company, and assisting them in a process of continuous improvement means moving towards greater prosperity and a more solid company”*

(Giovanni Mandelli)

It is known as a radar chart. It is a diagram, a sequence of rays originating in a center. Each ray is a variable and the distance from the center of the marked dot on the ray is proportional to the value of the variable with respect to the maximum value reachable.

Nerd things? It could be. In fact, **it is a graph often used in human resources depts to show the competence of each resource compared to an ideal profile** in that position.

It is, in easy words, a photograph, but the revolution is much earlier.

It moves **from the awareness that every problem, every loss, every inefficiency, waste in the company, going back in the scale of "whys", is attributable to a lack of knowledge, expertise, training, motivation or engagement.**

Even a car breakdown, which should not be due to human factor, in fact, is often related to an error in design or may be due to inadequate maintenance.

### **BUT HOW TO SET TO ZERO HUMAN ERRORS? HOW TO MOTIVATE AND ENGAGE PEOPLE TOWARDS CONTINUOUS IMPROVEMENT? HOW TO DEVELOP HIGHER TECHNICAL COMPETENCES ABLE TO IMPLEMENT AN EFFICIENT, EFFECTIVE AND INDEPENDENT SYSTEM?**

The road is to be aware that people are the heart of any company, and assisting them in a process of continuous improvement means progress towards greater prosperity and a more solid company. In Bonfiglioli Consulting jargon: **People Development**. The People Development is simply the certification of a change in corporate culture aimed at excellence. By its nature it usually fits into business contexts careful and structured with respect to issues of efficiency and improvement, but it can also be the starting point of a journey

In efficiency and waste detection oriented organizations, in fact, any improvement will never be possible unless an excellent job in terms of human resources, at the level of engagement and growth is planned. The difference is not in fact provided by the application of this or that management method, but as the single application is placed in context and taken over by the people who live in it. And if every problem, every loss, every delay, every waste, within a company, is attributable to the human factor, for lack of expertise, training or motivation, which means that it will be enough to do an analysis of a specific work area where there are experiencing inefficiencies, to understand what are the training activities necessary.

This also allows **to completely change the paradigm: no more training on all but training activities targeted directly related to business performances.**

Here then, in this way, **the training has a direct positive impact on business performances and it can be measured. Next to this dynamic more purely "reactive", which bases the interventions of training from data of waste and lack of quality, the People Development supports a more preventive and proactive linked to the development of skills to perform well in a specific role.**

The big news of People Development, therefore, consist of the design, plan and provide in a timely manner the necessary training to fill specific gaps in training and to link these activities to an effective improvement of business performances and productivity. Most richness of the companies is to hand: each company has in himself those talents that, if discovered and cultivated, can ensure a prosperous future.

