

GUIDELINES

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From the Chairman



Dear Readers,

Attitude is the key when it comes to continuous learning, for individuals, pursuing any career. Individuals, who really want to learn, do not need formal classroom training. They seek learning in every work opportunity or challenging assignment offered to them by the company.

Work cannot be “learnt”. It has to be experienced and applied. Only then does true learning happen. Training imparted whether formally or informally has to be applied on the job, or else it turns into bookish knowledge, which sits on your office shelf and accumulates dust. And it remains there even when you move to your next job. Because “learnt” skills are not transferrable. Application of learning turns into experience, which moves with you wherever you go. It makes you more flexible and motivated, as you become ready for greater challenges. It makes you confident about your abilities to find a way out of the toughest situations, as you have done in the past.

As the saying goes: “learning is a never ending process”; this is true, but fruitful only when greater emphasis is laid on experiential learning!

Dr. George Varghese

Chairman & CEO

V SOLVE

Editor's note



While Diwali is popularly known as the "festival of lights", the most significant spiritual meaning is "the awareness of the inner light". The celebration of Diwali as the "victory of good over evil", refers to the light of higher knowledge dispelling all ignorance, the ignorance that masks one's true nature. Diwali is the celebration of this Inner Light.

V SOLVE hopes this Diwali brought you all lots of prosperity, love, laughter and cheer! As families get together to celebrate and conduct ceremonies for the Laxmi goddess, there is enough hope that "Laxmi" goddess of prosperity, remains with us.

Upholding knowledge in the search for prosperity is a message that has to be imbibed within each one of us. The November 2012 edition of the Guidelines Newsletter brings to you how we can build higher knowledge through continuous learning. Continuous learning, which is also brought in through significant exposure & experience, will help educate and train oneself to give much higher productivity and output for the company.

Organizations, who are progressive in their approach and proactive in developing their employees, can look forward to a more motivated workforce and skillful individuals who can be more effective at their jobs. However, training & development of individuals (formal, informal & non-formal) has to be in alignment of the company's goals and strategies, without which, the training will cause chaos and confusion amongst employees, and the desired output will be haywire.

Continuous learning & development – a key to organizational & individual success

Continuous learning has to be embraced both by organizations & individuals in any vocation / career. Not developing and upgrading skills over time, is a sure shot for having downward drifting career.

Individual purposes for continuous learning are in abundance, but can be narrowed down into the 4 key purposes:

- To up-date existing skills
- Develop new skills
- Consolidate and deepen work-related knowledge
- Increase and maintain skill relevance and hence employability over a long period of time.

Individuals must integrate learning & development to evolve in their career skill sets over time. This would help in ensuring skills relevance and avoid skills obsolescence. Learning & development can be:

- Informal – training on the job facilitated by supervisors / managers and colleagues
- Formal – training & coaching interventions formally invested & imparted by the company
- Non-formal – opportunities for & exposure to challenging work

Individuals need to gain a better understanding of the kinds of learning & development opportunities that the company has offered over time, with a view to individual and organizational growth. It could be in the form of compelling and challenging assignments, working with a diversified team with abundance of skill and talent, dealing with tough clients, penetrating into a market with high barriers to entry etc. Basically, learning at work does not only encompass classroom training, but includes experiential learning as well.

Why is continuous learning important for one's career?

- Rapid changes in business environments, substantial investments in research and development (worldwide), and momentum of technological advancements have brought about several ways to accomplish work more efficiently and effectively. As companies are tightening and making clear their expectations, for employees to keep up to date with newer methods, is the only way to have a winning edge. This can only be achieved through continuous learning.
- Learning while working is the most efficient and experience-rich form of learning. Hence adding experience to your career portfolio is very important.
- Now is the world of specialization, where contribution is expected through delivering niche skills effectively. Hence one's skills need to be upgraded frequently to ensure relevance and effective contribution, in one's own niche / area of specialization.
- The lack of investment in learning and development interventions increases the probability of downward career graph, as companies might take up fresher talent with more relevant knowledge and better skills.
- Employees who are working in learning-rich environments have a more positive outlook towards

learning and are proactive towards developing their career.

- Employees with upgraded with the most relevant skills, are assets to the company, as they contribute to the company's advancement in newer and better ways.
- Employees who invest in continuing learning become flexible, as they are able to plan their career in alignment with the company's requirement.
- Continuous learning displays strategic planning for ones career and sets individuals apart from those without any planning.
- Quality of deliverables always steps up a notch higher.

Companies also embrace individuals who are inclined towards and fully understand the need for continuous learning. However, creating a learning rich environment has to be strategically planned, without losing site of company goals& targets.

Developing a policy and practice to support skills development at work, is the first step that companies should take. Policies will vary based on the extent of opportunities for engagement with challenging work; employee communication and culture; types and forms of disseminating learning used at work; whether there is a culture which supports the learning of others at work; encouragement of self-directed learning, and alignment of learning with company strategy.

The Skills development policy should have a dual focus – on individual development and organizational development. The goals and the strategies of the company need to be percolated down and become a critical factor in deciding the continuous learning interventions and plan.

Companies must understand that creating a policy with the slightest deviation from the company's strategic plan can be hazardous for the company. Employees might use the training as a learning ground, to search for brighter prospects in the future. Lesser do they know that the value of the training grows only with experience. Hence companies have to balance the act by linking the training policy to retention policy.

- **V SOLVE Career Team**

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We encourage you to send us your contributions in the form of articles, quotes or comments & thoughts on the discussions in this newsletter.

This is your newsletter, so contributing will strengthen our purpose of publishing it. Further, your life experiences are valuable to us, and could provide other readers with solutions.

Write to us at news@vsolvegroup.com

Share with us 50 or more e-mail ids to expand our reader's database, and be the lucky one to win exciting prizes!

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