

# The Importance of Learning and Development

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*Learning may be the only competitive advantage in the 21<sup>st</sup> century as all others rely on it. Arie De Gens*

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*We Plan for your future today or tomorrow it will pass you by*

all face many challenges from day-to-day: Managing relationships; managing our time; influencing people; dealing with conflict and differences of opinions; giving presentations; managing staff; motivating ourselves and others; leading and guiding others; dealing with different types of people and many, many more. Our behaviours in these different situations will affect the results – either positively or negatively. If we are not happy with the results we have to look inward to ourselves and ask “What could I have done differently to manage that situation better?” “What did I do that possibly led to or helped lead to that outcome?” “What were my thoughts at the time?” To change the results we need to change aspects of our behaviour or the inputs.

This is naturally easier said than done. To know what changes in our behaviours are required we need to understand the different factors that play a part in the different scenarios. We then need to put these into practice to develop our confidence and comfort level. We need to understand the potential barriers to developing new skills and competencies and how to overcome them. We need to develop belief in ourselves.

There are different interventions that can be used to help you address the areas that you want to work on. Two methods that I help people address changes in behaviour are through one-to-one coaching and group training programmes. Over the coming months I will be giving an insight into some of the different challenges that people face and some tips to help you address them. Examples of topics that I will cover include: Making Powerful Presentations; Managing Communication Effectively; Assertive Behaviour in All Situations; Managing Conflict. Next month I will give a summary of what is involved in coaching and the benefits.

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