

## Why Train?

Do you ever have problems convincing your line managers to invest in training?

We have put together some arguments to help make your case:

Concerns from the Line Manager	Response/ Justification
The Cost	T & D is an <b>investment</b> : consider the cost of not doing it, on: skills, motivation, performance & productivity
Unpredictable results	<b>Define</b> desired results and agree how and when to <b>evaluate</b> : be realistic
Time away from the job	Will be <b>repaid</b> through increased effectiveness
Cover	<b>Prepare and delegate</b> . Use to create opportunities for others. Treat as cover for holidays/ sickness. Encourage others to see the value
Relevance	Undertake a <b>TNA</b> and <b>agree objectives</b>
Learners' commitment	Identify ' <b>What's in it for them</b> '. Address concerns – explore and discuss. Link to personal development and goals
Short term gain	<b>Link to targets</b> . Be ready to support change and make it happen
Threat to me!	Successful Managers develop their staff – <b>reflected glory</b>
Confidentiality	Be <b>tacit</b> , express concerns, agree boundaries. Pre-training briefing to agree <b>ground-rules</b>