

# Development opportunity

## Share expertise: Develop others

Provide the opportunity for internal talent to be involved in the training and development of other staff.



### How it develops talent

- Builds skills in training and developing others, including how to plan and deliver engaging learning.
- Enables them to deepen their own understanding and share best practice examples.
- Strengthens ability to assess others and review performance.

### How to deliver it

- Identify internal talent interested in helping the internal training and development of staff.
- Check their understanding and experience of the subjects they aim to train others on. Ensure their learning is regularly refreshed (which may require them to do their own research into the latest best practice).
- If delivering classroom type training, provide opportunities for them to undertake a 'train the trainer' type of course, presentation skills and anything else that may best prepare them.
- Involve internal talent in the assessment of knowledge learning (e.g. reviewing completed tests or workbooks), undertaking workplace assessments and providing feedback.

The organisation has also encouraged me to deliver internal training as part of our regular induction programme. I'm co-delivering training, including assisting and moving, regularly at the moment and it has helped me to share my experience and build confidence in public speaking.



**Melissa Halliwell, Team Manager, Future Directions CIC**

Go to [www.skillsforcare.org.uk/developoptalent](http://www.skillsforcare.org.uk/developoptalent) for more on 'Development opportunities'.