



# Training, Personal & Professional Development

11<sup>th</sup> March 2019



# Blurred Lines

Whether the activity or programme is –

- Training
- Personal Development
- Professional Development

.....it's all “Learning & Development” – but not necessarily all “Training”

It does need some planning & forethought on several levels to ensure an employee is able to deliver their role as envisaged by the service  
(and in accordance with vision & values)

‘Train your people well enough so they can leave,  
treat them well enough so they don't want to’.

Richard Branson

# What's the difference?

## Training

- Focused on a task or a specific role
- The person undergoes a programme of learning designed to ensure the person can deliver their designated duty as expected.
- Certificate used as evidence of completion of training.
- Usually has assessment of competence.

## Personal development

- More focused on general skills - such as communications, time management, etc.
- Can use training as personal development - provide evidence of how this training helped you learn to improve your skills.
- Possibly has accreditation to a professional body - evidence of how this accreditation attached to it.

## Professional development

- Focused on the workplace / professional role
- Development of knowledge & skills relevant to your job / role / intended professional development - learning opportunities in relation to your job / role / intended professional development.
- Has accreditation to a professional body - evidence of how this accreditation attached to it.

Sometimes, the only difference between these 2 types of activities is the impetus or the background to the decision

# How is L&D organised for us?

## Training

- Employer – applicable standards & type of role
- Line manager – job description / person specification

## Personal development

- Employer
- Line manager - sets targets through PDR (not necessarily annually)
- Employee also has the option to identify/suggest/discuss within 121 and PDR.

## Professional development

- Employer
- Line manager
- Employee also has the option to identify/suggest/discuss within 121 and PDR.

This would be in relation to:-

- the organisation that has employed you
- the role you've been employed to deliver

This would be in relation to whether your person specification requires a qualification

# How we find out what's available?

## Training

- Induction packages
- MFT Hub
- NIHR Learn
- Peer to peer learning – ie. communities of practice (70:20:10)

## Personal development

- Line manager - should be able to advise / suggest
- MFT Hub - ?cost implication
- Use of MOOC – free 😊
- WL&D Team - NIHR CRN initiatives - such as Advanced Leadership Programme / 70@70.
- Peer to peer learning (as above)

## Professional development

- Employer – check intranet; Wednesday newsletter
- Line manager – may be able to advise / suggest avenues for funding or if self-funding - for ?supporting study time

This would be in relation to:-

- the organisation that has employed you
- the role you've been employed to deliver

This would be in relation to whether your person specification requires a qualification

# Where / when do we find out what's available?

## Training

- Induction packages
- MFT Hub - <https://learninghub.mft.nhs.uk/login/index.php>
- NIHR Learn - <https://learn.nihr.ac.uk/>
- Peer to peer learning – ie. communities of practice (70:20:10)  
<https://sites.google.com/a/nihr.ac.uk/crn-gm-workforce-learning-development/our-approach>

## Personal development

- Line manager - should be able to advise / suggest
- MFT Hub - ?cost implication
- Use of MOOC – futurelearn / [coursera](#) / edX
- WL&D Team - NIHR CRN initiatives - such as Advanced Leadership Programme – **end March 2019**.
- Peer to peer learning (as above)

## Professional development

- Employer – **if healthcare registrant, attend R&I meetings**.
- Line manager – may be able to advise / suggest avenues for funding or if self-funding - for ?supporting study time

This would be in relation to:-

- the organisation that has employed you
- the role you've been employed to deliver

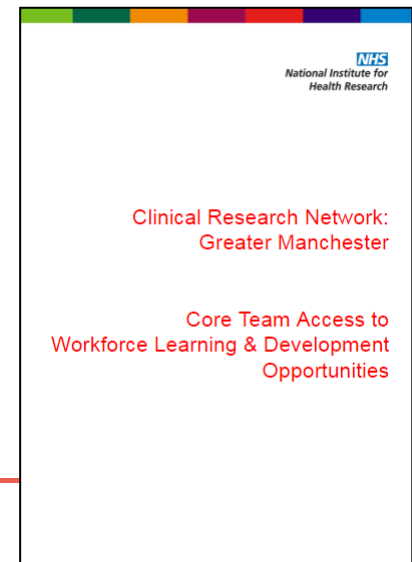
This would be in relation to whether your person specification requires a qualification

# Where / when do we find out what's available?

For learning programmes requiring funding or study leave, please use our local team policy & request form –

- Access to Workforce, Learning & Development Opportunities

Available through the core team google drive



# Who - us as a Team.....

We potentially fall within 3 “camps” for consideration -

- MFT employees
- Research Delivery Professionals
- We represent a regional service

So, we need to be ready to work across a range of –

- Subjects
- Studies
- Systems

Plus, we need to remember it's not all about formal courses.....



# So.....

In pairs or a group, consider an employee who needs to become a line manager.

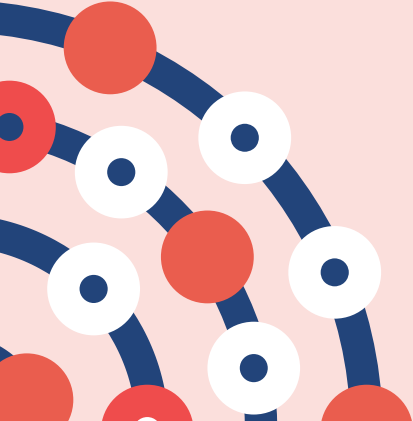
If you were this persons line manager, what could you put in place as a learning plan?

Try to think outside of the box too – as long as you plan for “quality”.

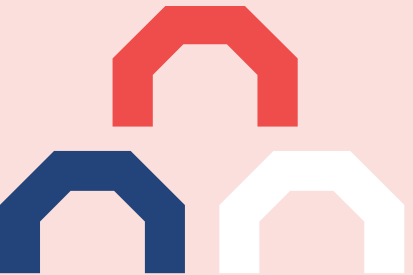
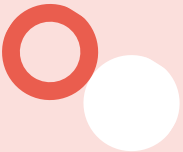


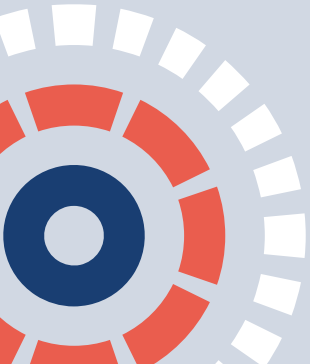
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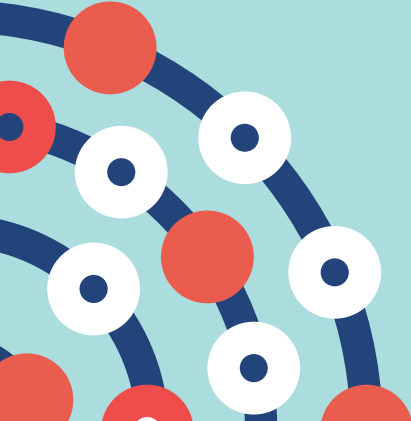
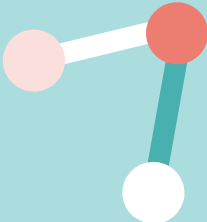
Thank you for taking part ;-)











**NIHR**

National Institute  
for Health Research

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