

When you started in your career, you no doubt had a vision of where you would be in a certain amount of time. Your career plans are an important part of your ability to feel fulfilled, and perhaps to provide for a family. Setting these goals is the first step to achieving them. So if you are well into your career now and are not seeing the kind of results you first expected, you may want to re-examine your approach to your training and development.

When anyone starts a new job or begins to work in a new field, they expect a certain amount of training to be required for their initial work period. There are new rules and regulations to consider and learn. There are new corporate cultures to adjust to, learn how to communicate effectively in the office and becoming accustomed to the proper attire. Then there are the skills and knowledge required to do the new job well. All of this training and development are a given when you take on a new role.

But after this initial training period is over, many people sink comfortably into their new jobs and forget all about any further training. This is a mistake if you want to advance beyond your current position. If you are satisfied where you are and do not have any aspirations of moving forward or increasing your rate of pay, by all means, stop learning. But if you want to become a more valuable member of the organization and really see an increase in your financial status, then you will need to put some effort into that goal.

Training and development are not just items on the checklist of a new hire. As a professional, these should be aspects of continuous attention on your part. If you want to see some changes in your career path, you will need to create that change first by initiating new learning and new ideas.

You can take advantage of training programs offered by your company. Many firms offer computer classes, communication skills classes, and other courses that are meant to hone the skills of their employees. Enrolling and participating in these classes will give you the opportunity to get to know the instructor, who is often an expert from within the organization with some influence. It will also show your commitment to continued learning and growth, as well as to the advancement of the company as a whole. Your participation here can also bring you further into the corporate culture.

Online tutorials and community learning courses are other sources of training and development that you should look into taking. You can often take these at a very low cost and the schedules are built around a workday schedule so that you can take the class in the evening or on weekends. Be sure that if you take a class outside of the workplace environment that you let the powers that be know what you are doing. Do not wait until you ask for a promotion to let your boss know of your skills. Speak up and let them know you are investing in your future with the company now.