



# FOR AMAN { U } ENSANS...

September 2, 2010

[www.Amanuenses.Net](http://www.Amanuenses.Net)

## UPCOMING EVENTS ...

- > **From Contact to Connections...**  
2-day Workshop  
6-7 Sep 2010
- > **Leadership Skills for Professionals... Effective Teams**  
2-day Workshop  
20-21 Sep 2010
- > **Time Management...**  
1-day Workshop  
23 Sep 2010
- > **Applying NLP for Better Comms...**  
2-day Workshop  
11-12 Oct 2010
- > [www.Amanuenses](http://www.Amanuenses.Net) ...  
Events for details ...

## RECENT ARTICLES ...

- > **Part 1 Leadership & Followership,**  
Learn how Teams can step Towards Leadership, through "Followership" ...
- > **Part 2 Leadership & Followership,**  
Learn how Leaders can begin to Develop "Followership" within their Teams ...
- > **No Time To Manage,** Learn how to apply some time honoured Principles, of Management to achieve more Productivity ...
- > [www.Amanuenses](http://www.Amanuenses.Net).  
**.Knowledge** for details...

## NEWS FLASH ...

- > **IMAA Awards...**  
Consider coming to Resorts World Sentosa, for the IMAA Learning Event & Awards, Sep 15 ...
- > [www.imaa.org.sg](http://www.imaa.org.sg)  
for details...

## CITIUS, ALTIUS, FORTIUS ...

**Looking back ... the "Swifter, Higher, Stronger" motto really captured the spirit of the recent Youth Olympic Games, the YOG.**

The performances were great, and it was wonderful to see individuals constantly striving to better their previous Personal Bests, their "PB's".

But, when you look inside your own organisation, are team members striving ahead in the same driven ways?

Some, maybe yes, though not all are as regularly as you'd like, right?

The YOG placed not only athletes on the stage, it also brought into focus the purpose & power of targeted Training.

For competitors, YOG is the pinnacle of their career to date, a major event following years of hard, focused, and measured preparation.

To an athlete, Training is purposeful; it provides the skills, techniques, capacity, speed, agility, endurance & mind-sets required to outperform the competition.

Athletes understand the need for growth & development. They value the drive for constant performance improvement.

Training is not incidental to success, but a fundamental contributor to it. Their Training regime brings structure & hope.

Training is not a process to be endured, but rather, an enabler of Performances yet to become realised.

How different then that is, to the notion of Training, whose purpose is solely to meet those constant KPI's, that demand attendance on more "Training Days"?

Just imagine ... if you had full power to re-frame Training inside your company, how better might your own PB become?



## CHALLENGES OF GROWTH ...

**Looking ahead ... revisions in the growth forecasts for the Singapore economy have been heart-warming.**

This is especially so after the recent recession, and shrinkages that ensued.

That said, from an HR standpoint, growth brings with it, it's own bundle of "nice" little challenges, doesn't it?

One of the biggest headaches surely, is the need to attract & retain the right talent.

In fact, I'd say that of all the headaches experienced in HR, around 60% are attributable to attraction & retention.

I reckon another 20% arise from talent development, leaving the bulk of issues remaining related to compensation.

If that is how you also experience it, what can you do?

Economic growth and Human Capital growth go hand-on-hand.

Thus, if it's Finance that fuels economic growth, then it's Training that fuels the growth in your Human Capital.

- **Gen-X & Y'ers** find organisations attractive, only when they help them manage their career development
- **Current Staff** are more likely to remain loyal once they see that you re-invest in their personal growth
- **The New Skill Sets** required to operate in this "new normal", are more likely to arise as a result of an increase in your Training intensity

So, embrace growth, and aim to positively harness the challenges it brings.

Invest in relevant Training today, to enjoy the productive results that will eventuate, tomorrow and beyond ...