

NATIONAL TRAINING RESOURCE UNIT- Cross Functional Effort

It is known to us that all Training efforts are derived as a result of Business imperatives of the organization. We have experienced a whole lot of capability enhancement in India over the last 3 years by way of various training programs that have been put in place & imparted to all as a result of the OD plan.

Training also offers developmental & learning opportunity to all. Employees have contributed through various levels of involvement, be it Train-the-Trainer or any other role.

This cross functional initiative was mooted taking into account feedback from the local Employee Satisfaction Survey middle of last year. Training inputs needed to be closer to the ground & customized based on regional needs of the field teams. We invited Members of the sales & PD teams to volunteer as representatives who were willing to stretch & contribute to the larger goal of skill building across the organization. It provided a developmental opportunity to them along with enriching their jobs.

A Charter was formed for the team & each member was called upon to-

- Be a training co-coordinator for respective regions.
- Help in training needs assessment of their team (all remotely located)
- Contribution by way of inputs for designing programs. (Contents, delivery method, time).
- Helping the HR focal point in implementing training activities.
- Logistics involved in delivery of training & follow up (either be a trainer or a co-coordinator)

Membership

The team's membership is rolling each year, hence each one from the regions will have an opportunity to play an active role in the NTRU over the coming years & learn along the way.

At the end of a member's tenure, a graduation ceremony is held to recognize his/her efforts & contribution.

Interaction

The anchor hosts a conference call usually every 45 days for 2 hours with a specific agenda. Each team member shares the highlights of the previous month's activities with the group & also plans for the next 2 months. Minutes of the call are shared with the team & the concerned people managers. Sharing of articles, ideas, achievements are shared within the group on an ongoing basis. The group shall soon be bringing out a newsletter having a compendium of articles/presentations that can be shared with the respective teams.

The team members represent the NTRU back into their respective regional teams in every monthly Business Review meeting (BRM) which is held every month with their People Manager.

The Country head addressed the NTRU last month & lauded the team for their untiring efforts in delivering cost effective training solutions .He mentioned that the team has been doing a good job since the last year, propelled by the personal initiative of individuals & acting with minimal resources. The team has added value to business over the last year & this has been recognized like the Rapid Recognition Award for one of the team members in his sales region.

Each member is a key resource in making the training efforts a success.

Weightage - Members have 5% incentive linked to this in their Goal Document.

Achievements so far

- The NTRU team member along with the people manager has ensured successful imparting of computer training for their respective teams locally. Soon after the training, team members have been making presentations in the monthly business review meetings on power point by sharing resources. (*Please note that all field people are based in interior remote locations & most of them do not have computers so far*)
- Each NTRU member anchors a half hour learning session in each monthly business review meeting on various topics (general management or business subjects). All members of the local team take this up one by one during the year so that they are exposed to making presentations & delivering the same. This gives them practice to also improvise on their farmer meetings or group presentations.
- MAST (Monsanto Advanced Sales Training) program was co-coordinated for field teams by this team.
- Career Self Reliance workshops were co-coordinated across the country.
- Presentations & information sharing on seed industry, biotechnology, finance for non-finance, NLP (Neuro Linguistic programming), time management, book reviews etc have.