

## Are You Training Enough?

### AVP Advice – July, 2018

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The 2019 Continuing Education Conference on Feb. 7-9, 2019, in Atlanta, will be here before you know it, and the folks at ABM Franchising Group have been hard at work to make it even better than the last.

But first, allow me to ask you a few questions. Are you preparing for the conference? Do you know who will attend from your team? Why are you sending some but not others? Is your method of choosing attendees equitable for everyone? How do you identify training needs at your organization?

According to an article I recently read, [How to Identify Training Needs at Your Organization](#), any company delving into training and development of its workforce should first learn how to properly identify and assess training needs. This is the single most important thing that helps executives to address the gaps between the existing training and training which will be required in the future.

Here are three different needs managers should look at for identifying key training needs at any organization. As most of us are currently look at our mid-year financial results with your AVP, start thinking about training needs going forward.

Planning sessions will soon be upon us and we'll need to budget for training. Most important for your team is to have the training tab in the *Burden Planning Tool* completed with serious thought behind it. Try using three of the related needs discussed in the article:

- **Industry-Related Needs**
  - While industry trends are easy to determine, it's not always easy to pinpoint industry-related training needs. There are definitely industry-related training needs in every organization, and this helps determine what part of the industry your franchise plays.
- **Job-Related Needs**
  - How can you determine what job-related training needs your team members need? Be sure to research the offerings at [TEGG University](#) for every job category within your organization. Ultimately, TEGG University's goal is help your franchise and team improve – take advantage of it.
- **Task-Related Needs**
  - When looking at your team, consider your own job's task and processes and find commonalities within your team. Its helps to recognize which aspects aren't working for the whole team, then looking at the training needs of each individual. A training-based focus helps determine the best course of action to improve your organization as a whole.

We are working hard to have a fantastic conference in February, and we're continually working to improve your experience with TEGG University.

I only ask that you take full advantage of both to give you and your employees all the opportunities for personal and professional growth.

