



NO SILOS FOR TODAY'S EMPLOYEES

DR. TERRY PAULSON, PSYCHOLOGIST, PROFESSIONAL SPEAKER, TRAINER AND AUTHOR

A leading psychologist and authority on change management, Dr. Terry Paulson believes that professional development and training have been challenged to contribute to the needs of organisations and individuals to cater to the rapidly changing environment. Security comes in continually retooling and refocusing on competencies to keep inventing the future. "We are seeing more calls for cross-training that can create new skill sets that mix and match expertise and experience. Do not limit me to any one silo; give me professionals who have branched out and created ways to add values" adds Dr. Paulson. Organisations are realising the value of international interdependence and want leaders with international experience, but also know how to relate to the unique needs in local markets. A prolific speaker for more than 30 years, he asserts that organisations are no longer looking for simple answers.

Dr. Paulson feels that future-focused organisations will commit to hiring selected retirees for up to 3 months of employment a year and keep them current on the strategic skills so they can keep pace with future challenges. In return, individuals will agree to bring their experience to strategic projects as needed on a contract basis. He finds webinars and video programmes useful but personally prefers face-to-face meetings as they can add more value and allows all attending to share the same experience, discuss issues and address problems.

As cost containment continues to impact training, he wants training to address how the investment can support business goals. There is a need to focus on making a strategic difference for those attending rather than just focusing on transfer of learning.

He says it is time we embrace change as an opportunity to ensure training actually adds value. Taking an example of his book 'The Optimism Advantage', he says, "I am optimistic that the struggles we are going through now will make us stronger and better focused on a meaningful mission. The more obstacles we overcome in finding ways to add value to the organisations and professionals we serve, the better positioned we are for the future when economies rebound. Training needed a little cleaning house, but it is necessary than ever in inventing a future we can all be proud of."

THERE IS A NEED TO MAKE A STRATEGIC DIFFERENCE, RATHER THAN JUST FOCUSING ON TRANSFER OF LEARNING TO ATTENDEES.

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