**MANAGING AGILE ORGANISATIONS AND PEOPLE**

**Learning Outcome 4: ACTIVITY 13**

**SMALL GROUP ACTIVITY**

## **Overcoming the barriers**

Discuss the following comments with your fellow students. How would you respond to these?

* “My staff expect that CPD will come neatly-packaged, easily accessible, just in time, cheap, targeting their needs precisely, paid for by us and not impinging on their life outside of work.”
* “Our senior managers are reluctant to allow any form of CPD.”
* “My manager and I differ in views on what development and training I need. I want to do my current job better but also improve ready for promotion. My manager is only interested in me doing the best I can in the job I currently have.”
* “My manager just wants me to find something which will keep me current without having to invest huge amounts of time or money.”