



Management In Practice

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Strategic Training for Managers

Abstract

Most U.S. companies consider managerial training and development an essential business practice on which they expend considerable resources. Yet interviews with 10 companies of varying industries and sizes find that none have a systematic process for providing the focused training effort that arguably should be a critical element of an organization's long-range strategic planning. These companies have failed to align their training programs to identified company goals, and while their training and professional development efforts are complex and costly, they are not necessarily efficient or effective. In response to these findings, the authors propose ways for companies to move toward a more systematic and effective approach to this important business function.

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