ADVERTISE | DIRECTORY | SUBSCRIBE TO MAGAZINE | CONTACT US







GROWTH & DEVELOPMENT

STAY CONNECTED WITH INSIDE SMALL BUSINESS







Home » Growth & Development » Education » Australian businesses failing to future-proof the workforce

GROWTH & DEVELOPMENT



Posted on 15/01/16, in in Education, Growth & Development, Training

Australian businesses - particularly SMEs - are failing to future-proof the workforce with the majority acknowledging that while interest in non-traditional courses has doubled in the last two years, only a small fraction of their training budget is being spent on skills essential in a pacey and connected world.

virtual teams, communicating across cultures are being overlooked as companies try to catch up with skills needed right now. Businesses are not preparing staff for increasingly mobile and cross-cultural opportunities.

and opportunities in international markets are creating more geographically disparate workplaces and the ability to effectively manage and operate in a virtual culture requires new ways of working. Greater sensitivity to interpersonal communication is required as technology opens up

international pools of talent, and communicating across cultures will be key in obtaining

high-performance team dynamics. 'However companies are still trying to keep up with basic

skills such as computer training, customer service and time management and are allocating

Businesses should invest at least 20% of their training budget into 'future' development, with an ultimate goal of 80% to create agile teams that have their eyes on tomorrow. Through technology businesses can expand and replicate their operations interstate and overseas, but ultimately it's still people who run them. A person may start work at 6am to liaise with a

Even companies that don't have plans to expand overseas still need to meet the expectation of work-life balance and employees working from home. Face-to-face skills and workplace culture need translation for the digital and distance world. And while flexible working is a great option, managers and employees need to be kept motivated and online collaboration fostered.

Training is a good retention strategy, but it's also a smart strategy for companies looking at their revenue pipelines and future stars. Millennials want flexibility and they name training as a top expectation in the workplace, where they want to be exposed to concepts that will progress their careers.

technical and future skilling. The top five training areas to prepare workers for the future are:

interpersonal communication skills

- intercultural communications

virtual teams

- managing diversity
- leadership
- Karen Winfield, Global Operations Director, PD Training









WHAT'S THIS?



Start the discussion...

Share

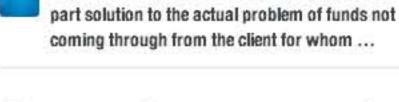
Web marketing that works 1 comment = a year ago

ALSO ON INSIDE SMALL BUSINESS

Adam Franklin - Jackie, thanks for writing up this review of our book!



1 comment = 10 months ago CheckVault - Financing an operation is only a



Substitibe

1 comment = 7 days ago Heldi Fowler --- It would be nice to see less

2 comments = 9 months ago CheckVault — Cash-flow is definitely

because they cannot recover the cash ...

important. A lot of businesses end up insolvent

Aussies least prepared for digital economy

coming through from the client for whom ...

Add Disgus to your site

DISQUS

NEWSLETTER SIGNUP

Enter Your Email Address

Sign-Up Today





VIEW FULL RANGE sharp.net.au

Multifunction **Devices** Business made easy with Sharp Solutions

- Planning & Management
- - Human Resources

 - Intellectual Property Online Business

 - Planning

 - Succession Franchising
 - Start-Up
 - Staff Training
 - Legal
 - Management
 - Staff
 - ► Health
 - Business Plan Insurance
- Growth & Development Leading
 - Growth Advisors
 - Book Review
 - Training

 - Import/Export

Sales & Marketing

- Branding
- Networking

- Negotiation
- Public Relations
- Advertising
- Communication Promotion
- Finance
- - Grants Tax
 - Debt

 - Loans

 - Profit Margins
- - Information Technology ► Cloud

 - Apps

Software

Equipment

Archives

- January 2016
- November 2015 October 2015
- September 2015 August 2015
- July 2015

June 2015

- March 2015
- January 2015 December 2014
- November 2014 October 2014
- September 2014 August 2014
- June 2014 May 2014









Subscribe To Our Magazine





Business advice TO Change YOUR LIFE!

We'll offer 25% off first year accounting fees to anyone who mentions Inside Small Business. LEARN MORE







SHARP

Categories

- Work from Home
 - Risk

 - Sustainability Tax
 - Strategy

 - Leadership

 - Recruitment Operations

 - Case Study
 - Development
 - Education
 - Sales Marketing
 - Social Online
 - Customer Service
 - SEO Copywriting

 - Products
- Cashflow
 - Credit
 - Financial planning
 - Funding
- Import/Export
- Bookkeeping Technology
- Point of Sale

Latest News

- December 2015
- May 2015 April 2015
- February 2015
- July 2014

April 2014

Inside Small Business Like Page 2.2k likes



TECHNOLOGY

Subscribe Today!





most of their training budgets to these traditional areas.'

Over the next five years the business imperative is for leaders to manage virtual teams and foster innovation and ideas sharing by way of cloud collaboration. Increased connectivity

US team, have a break, then log back on in the afternoon to interact with colleagues in Asia this is the new way of working.

While training budgets are generally capped, businesses could adopt a dual-training system which includes an internal mentoring or buddy system and an outsourced model for more

Like 9 | Weet | Pinit | Share

Be the first to comment.

businesses outsourcing their data needs to the countries where there are very low wages. ... Quick cashflow strategies