

November 2005

Training and Development as a competitive strategy

Training and development is a key competitive strategy for companies wanting to optimise their human and intellectual capital. Company staff may excel at their jobs right now, but the speed at which knowledge and information is circulated today may cause their expertise to rapidly become perishable and a successful organisation may become less competitive almost overnight.

To stay ahead of competitors, companies need to obtain, manage and disperse knowledge quickly throughout their organisations. The Internet provides the most efficient and effective method for distributing knowledge rapidly. Technology-based training, fuelled by the increasing popularity of e-Learning, is growing rapidly because of the need for reduced cost of delivery, the need to generate better training solutions and a broader range of content for a more dispersed workforce.

The **PathFinder™** range of web enabled products has been developed to support organisations who have adopted a strategic view of learning and development. The system offers businesses the capacity and broad reach of the web, combined with desk top functionality and ease of use for users. It provides a clear picture of the existing skills and competencies of the workforce and manages and tracks all learning and development activity within an organisation. Its automation of necessary though tedious administration tasks enables HR and training resources to concentrate on their core responsibilities and most importantly provides them with substantive data on the results of their activities relative to organisational goals.



AccessAcademy - UK
Your training & assessment partner

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PathFinder also provides a number of additional benefits to organisations including cost savings, expediency and compliance with industry and government training standards. Its secure central data repository is easily interrogated - providing up to date accurate "people" information essential for strategic decision making on workforce related issues.

end

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Note to editors:

- AccessAcademy develops products and services to support effective organisational skills capital management and development in the private and public sector.
- Current clients include Hillingdon Health Authority for whom AccessAcademy has developed an integrated HR/learning and development solution which encompasses all areas of the health authority.
- AccessAcademy specialise in developing products that use rich internet applications that provide organisations with the broad reach of the web yet offer desk top functionality and ease of use.
- PathFinderMobile™ offers organisations access to key data on the move using mobile devices.



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