



IS TRAINING A PUNISHMENT???

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I am the 1st person in my family to graduate & join the Corporate world. I am proud to be a Cargosolite, working in Accounts Dept from last 13 months.

Suddenly, one day I received email from our HR Department intimating about a Training Program on "Focus & Prioritization". As I always carried the impression that I am focused person with good knowledge on Prioritization it did not excite me. When inquired I was told, our Manager has nominated me now that aggravated my frustrations.

The whole afternoon was disturbed until, I confided with my teammates. They changed my perspective on Training. They clarified my doubt of "Is Training a punishment"? They mentioned that our Management strongly believes in skilling people and Training Program was one of the ways. One of them stated your Manager has nominated you so that your untapped potential could be channelized, and your productivity could be maximized. Further he added its not a punishment it's an opportunity to grow.

On the training day, I reached early handed over the day's work to my colleague. Our in-house Coach and trainer welcomed each participant and shared the overview of the program. My preconceived notion of training changed as it was a complete interactive and fun filled program.

We were introduced and trained on Eisenhower Matrix, which is also known as the Urgent-Important Matrix which not only helps one to prioritize our tasks based upon their urgency and importance but it also allows one to identify tasks that you should either delegate or do later.

Yet another powerful principle shared was "The Pareto principle" also known as the 80/20 rule. This principle states that, for many events, roughly 80% of the effects come from 20% of the causes. For example, "80% of sales come from 20% of clients". So, we need to identify our 20% of important and urgent task to achieve maximum productivity and output.

Post training program, I realized that if we think we know already, we prevent ourselves from learning. I was determined to experiment these learnings in my daily work schedule. I am practicing these new learnings which has benefited in my time management skill.

Expressing my gratitude to my manager for nominating me and HR department for helping me strengthen my skills.