**Fabric Inc. Training Needs Analysis**

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**Fabric Inc. Training Needs Analysis**

**Introduction**

Fabric Inc. significant business growth resulted in an influx of two hundred new employees that was a bit challenging for the new management and owner. The business growth was accrued by the change to a large business model from the initial business model that was instigated by the new owner. This influenced the new Fabric Inc. owner and management opted for a Training Need Analysis to evaluate the best methods to manage the emerging performance gap (Blanchard & Thacker, 2013).

Employees were promoted to supervisor positions within Fabric Inc. by the management to help in the effective management of the new employees and maximize productivity. Initially, the company had 160 fewer employees who were easily managed by one supervisor who summed up as the owner of the company. However, the demerit of the promotions is that the promoted employees lacked adequate skill and experience to carry out their role as supervisors effectively. This resulted in many complaints being raised against unqualified supervisors who were accused of yelling at junior employees within the company. This was an awakening call for the company owner, who realized that there was a need for change within the organization.

There was more need for change within the organization that the owner experienced when skilled workers of Fabric Inc started resigning from the company because of the tenure of the new supervisors (Blanchard & Thacker, 2013). The Fabric Inc. owner decided to seek the professional help of a business consultant to steer the company back to a business success path. A detailed Training Needs Analysis needs to be carried out by the business consultant to establish the strengths and weaknesses of the approach, what approach can be used in Fabrics Inc., and the data sources to be used in the analysis. The paper will also evaluate the merits and demerits of the approach chosen by the business consultant and two more methods that Fabric Inc. can use to return the company to a positive track.

**Data Sources**

The owner is the first source of data to be used in the Training Need Analysis. The business consultant was the first person to be interviewed as he has the vision of the company and the long-term objectives to be achieved by the company. The best method to acquire data from the owner is through the use of face-to-face interviews as the consultant will be able to get both verbal and non-verbal information about the company (Blanchard & Thacker, 2013). The next source of data was the supervisors as the consultant conducted interviews with them. It was very salient for the consultant to interview them both individually and as a group to get both their individual and team feedback about their leadership. Individual meetings provide more detailed, and personal information as the interviewers can share more freely (Polak & Green, 2016). Joint meetings provided the general team with perceptions of the challenges experienced in the organization.

**Strengths and Weakness of the Assessment Methods Used**

The Training Needs Analysis can be used by the business consultant to assess the strengths and weaknesses of the Fabric Inc. approach. The consultant used various analyses to evaluate the strength and weaknesses approach used including organizational analysis which was utilized during the interview. The company's future directions, goals, mission, and vision are centred on the company's owner; he was the significant element of the analysis. Therefore, according to Ferreira et al. (2015), conducting an interview with the owner is a strength of the analysis approach used. This provides the consultant with the framework and the need to establish an effective training plan that will aim to actualize the owner's goals, vision, and objectives of the company. Blanchard & Thacker (2013) share the same opinion that the effectiveness of the organization is determined by organizational analysis. However, a weakness identified from the interviews is that the owner did not share the company's future direction, goals, objectives, ambitions, and vision with the newly promoted supervisors.

The interviews with the supervisors involved the use of operational analysis, which helps to acquire data and information that is salient for the future of th organization. The salient merit of this approach is that it compares the Knowledge Skills and Abilities (KSA) and job specificity to evaluate how qualified the supervisors are to attain the goals and visions of the company. This relates closely to Blanchard and Thacker (2013) evaluation that training can be part of the solution if the problem is caused by KSA. The weakness of the assessment method is that it relies on the supervisors having full knowledge of the goals, vision, and objectives of the company. This was not the case as only the company owner was fully aware of the goals, vision, and objectives of the company.

**Additional Methods**

The first additional method that can be used in the Fabric approach is the 360- degree performance method. This method involves analysis of all the parties in the organization to identify the problems and the cause (Kanaslan & Item,c2016). This is rational as much data can be acquired and better solutions established. Secondly, the pyramid method can also be used in Fabric employee training. This involves senior training employees at the highest level, and the knowledge gained from training is used to train junior employees (Pleşanu et al., 2018).

**Conclusion**

In conclusion, the business model change at Fabric Inc led to an increase of 160 new employees, which subsequently led to a managerial issue being experienced at the company. The owner, being the sole supervisor in the company, was coerced to promote unqualified supervisors, which resulted in a drop in performance. This resulted in the owner seeking out the help of a business consultant who conducted interviews with the owner to establish the problem and needs for a training program within the company. 360- degree performance and pyramid method can be used to train employees at Fabric in addition to the already established organizational and operational assessment method used.

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