

# How training and development can boost team performance



Organizations today have a unique set of challenges to face, with skill development topping the list. [Arbinger's 2024 workplace trends report](#) revealed that 52% of professionals see skill development as a major hurdle for their organization, closely trailed by [leadership development](#) at 39%. While there are countless benefits of training and development, in this blog post, we're going to explore how it helps boost team performance and makes your [organizational culture](#) stronger.

## Benefits of training and development for your team

Only 20% of those who participated in our workplace trends survey rated the training and development at their company as excellent. *But* those who did see morale and engagement as less of a challenge, also see retention as less of a problem area, *and* have higher rates of efficiency and innovation.

The data proves that an effective approach to training and development can improve larger team objectives in a big way. Just take a look at this chart to see what employees said most needed to be improved at their organizations:



Now let's look at how training and development can improve just some of these critical business areas.

# The business impact of training and development



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**Employee retention:** When organizations provide opportunities for continuous learning, employees are more likely to feel valued, making them more inclined to stay and grow with your organization. The benefits of training and development are rewarding for both employees and leaders: training programs not only enhance competencies, but also demonstrate a commitment to employees' professional growth. On top of that, well-trained employees are better equipped to handle challenges and make a meaningful impact in their roles.

**Internal communication and collaboration:** With the right training, employees gain a deeper understanding of their

potential—and in turn, the impact they're able to make on your organization and those around them. A culture of continuous learning promotes self-awareness, encouraging employees to take ownership of their professional development and responsibility for their contributions in their day-to-day working relationships. This not only improves individual performance, but ultimately cultivates a workforce that's proactive, responsible, and committed to achieving organizational goals together.

**Productivity and engagement:** One of the benefits of training and development is that it can significantly enhance employee productivity by equipping your team with updated skills, knowledge, and even [performance tools](#) to help them do their jobs more effectively. The right training can empower employees to become more proficient in their roles, leading to increased efficiency, engagement, and output.

**Enhanced leadership effectiveness and alignment:** Training and development programs enhance communication, decision-making, and strategic thinking—which are critical skills when it comes to both [new manager training](#) and aligning existing leaders. With leadership training, employees can learn how to guide projects and teams more effectively, and adapt to evolving business challenges. Investing in training is crucial for organizations looking to develop the leaders of tomorrow, as it helps ensure a pipeline of skilled and capable individuals who can drive innovation and navigate complex problems.

Creating a culture of continuous improvement and development ensures employees are continuously motivated and engaged in their work. This type of culture is fostered through:

- On the job training
- Coaching
- Mentorship
- Providing tools and frameworks

- Leading by example
- Sharing ideas
- Giving regular feedback

## Why is training important for team performance?

While only 27% of the employees we surveyed feel strongly that their organization provides adequate growth and development opportunities, those who report higher rates of job satisfaction are **over 5x more likely** than others to agree strongly. It's clear that training and development significantly contributes to job satisfaction.



Aside from benefiting your overall [team performance](#), making the investment in training and development provides a performance boost for each individual employee. Training and development plays a critical role in ensuring employees are well-equipped to handle their jobs, feel a sense of support, value, and competence, and have opportunities for career advancement.

When employees feel valued and useful, it creates a positive and supportive work environment that fosters trust and loyalty. Feeling valued means that employees perceive their contributions as meaningful and recognized by their employer and teammates, which both boosts morale and reinforces their sense of purpose and worth within the organization. Feeling appreciated and having a genuine impact also establishes a strong foundation for trust, loyalty, and a collaborative team culture, as they feel an integral part of the collective success and goals of the workplace.

Employees who are engaged, motivated, and innovative *want* to excel and help achieve your business goals. But it's

leadership's job to create an environment conducive to that, where everyone feels safe to think out loud and share their ideas. By establishing a culture of continuous learning and development, you're showing your employees that you're invested in their growth. Which in turn, will inspire them to invest in your organization's growth.

## Recognizing the humanity in your team as the key to success

When organizations take the time to recognize that individuals are not cogs in a machine, but rather unique contributors with passions and potentials is the key to unlocking limitless possibilities. When people feel acknowledged, heard, and valued, they become dedicated catalysts for change.

Interested in learning more about how you can bring more humanity to work in 2024? [Get a copy of our 2024 workplace trends report.](#)

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