

THE ROLE OF PERSONAL DEVELOPMENT IN HUMAN CAPITAL DEVELOPMENT



This Photo by Unknown Author is licensed under [CC BY-SA-NC](#)

BY
ADERONKE
ASIWAJU (MRS.)
08033119736
jasiwaju@unilag.edu.ng

CASE STUDY

Alfred in his response to a query for his incompetence blamed his organization for his predicament . He alleged that the organization did not train him beyond the onboarding programme he attended upon his assumption of duty one year ago and one other training programme.



CASE STUDY



QUESTIONS

- i. What is your opinion about his response?
- ii. What could he have done differently?
- iii. Why did he have to do anything about his incompetence?

LEARNING OBJECTIVES

At the end of this session, the participants will be able to:

- define personal development;
- analyse the benefits of personal development; and
- recommend strategies for personal development.



OUTLINE



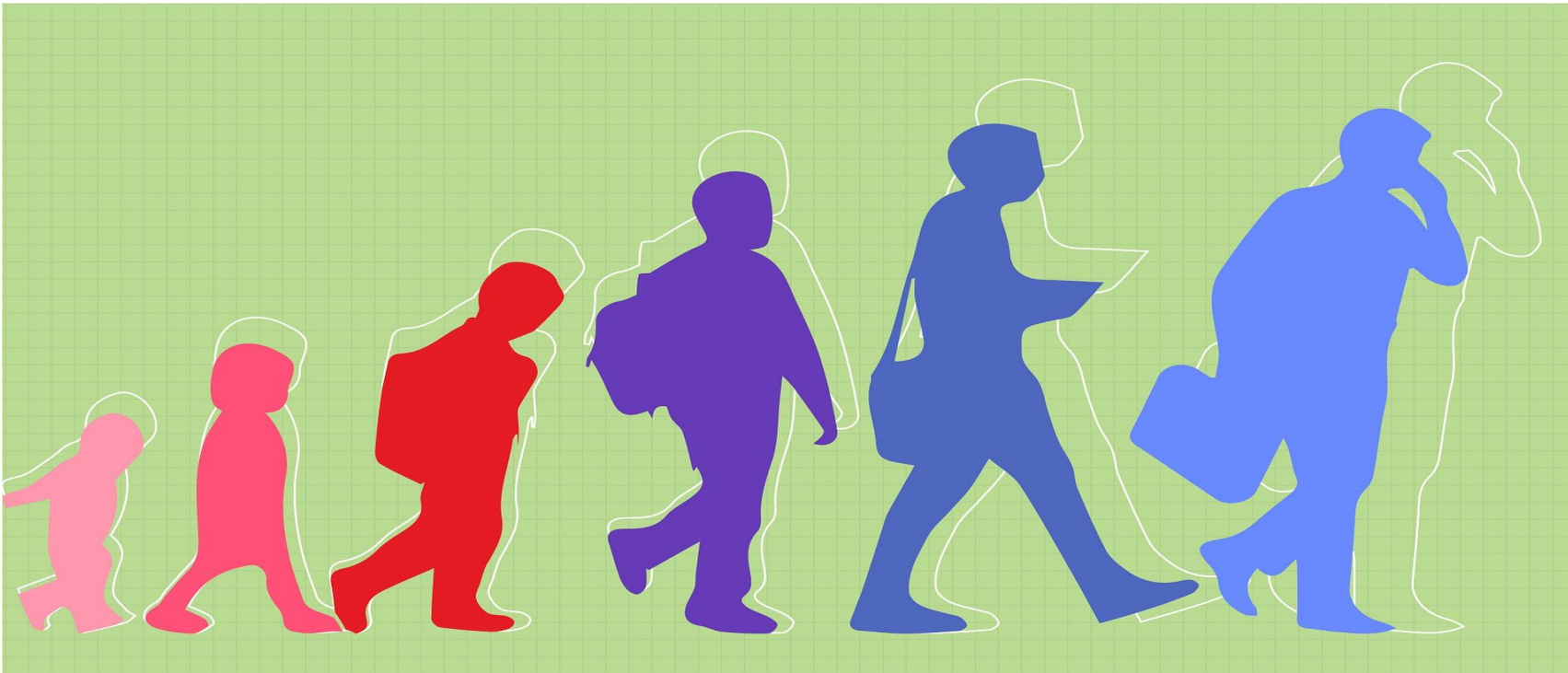
- The meaning of personal development
- The benefits of personal development
- The strategies for personal development
- Conclusion
- Questions

INTRODUCTION

- Every organization aspires to grow a highly skilled, adaptable, and engaged workforce that can drive business goals, achieve results, and foster economic growth required for thriving in today's fast-paced, competitive, and rapidly changing world.
- This is achieved through human capital development, using multifarious channels as training, performance management and personal development among others.

INTRODUCTION CONT'D.

- Development refers to the process of growth, progress and improvement in various aspects of life.



WHAT IS PERSONAL DEVELOPMENT?

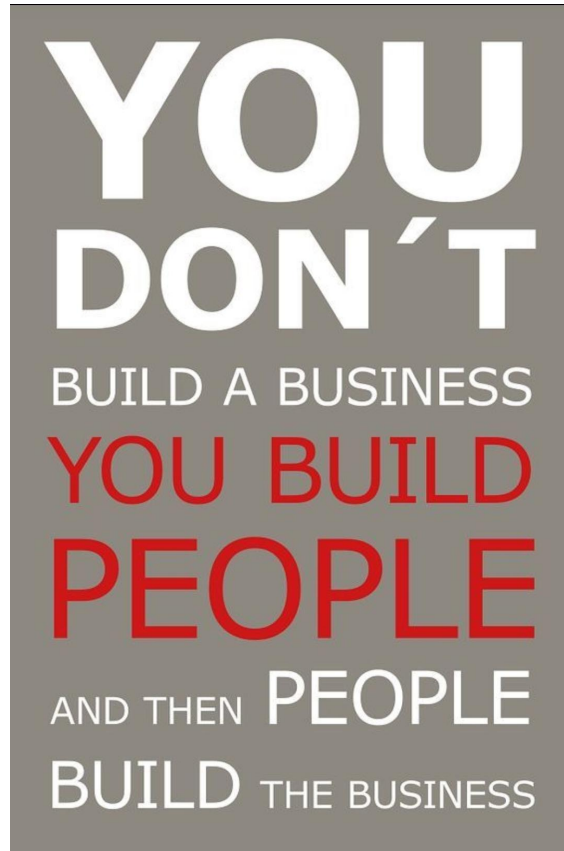
- Personal development is a deliberate, intentional, and continuous journey of learning and growing for self-improvement.
- It is the acquisition of knowledge, skills and attitude through personal efforts that could lead to a more fulfilling, purposeful, and successful career and life.

BENEFITS OF PERSONAL DEVELOPMENT

- The employee remains up-to-date in terms of knowledge and skills rather than being overtaken by developments in career.
- It boosts the employees' knowledge, confidence, productivity, performance, and self-worth.



BENEFITS OF PERSONAL DEVELOPMENT CONT'D.



- it improves creativity, finding new solutions and healthy competitiveness within the team.
- drives business growth and economic prosperity.
- it contributes to the attainment of personal and organizational goals.

STRATEGIES FOR PERSONAL DEVELOPMENT

- Identify areas of deficiency through self-assessment, feedback from performance evaluations, and from team members.
- Imbibe continuous learning of new skills, take up online courses, or read books for knowledge expansion.
- Adopt role models.
- Adopt a mentor.

STRATEGIES FOR PERSONAL DEVELOPMENT CONT'D.

- Embrace change. Change is inevitable as new skills and responsibilities keep emerging. Do not be left behind. Move with the time.
- Gain new insights and reduce your errors. Performance improvement is reducing errors and increasing insight.



SOURCE:
Gary Klein, Coursera.

QUESTIONS



CONCLUSION

- Personal development is taking responsibility for one's growth, development and unlocking one's potentials.
- It is a channel of human capital development with great benefits.
- It is achievable through numerous strategies.





Thank You