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Training and development are part of an organization that prompts the change within the environment of the organization and the support from the organization plays a vital role in development of employees and organizations. With the help of training within the organizations, the areas which need improvements, the material that has to be developed, and the required opportunities to educate the employees can be achieved.

# Response one

For an organization, the direction is provided by the goals and they are important for the development and effectiveness of the organization. Organizational goals provide the idea about the requirements for the ongoing tensions, behaviors of the employees, and organization, and it provides an idea about the activities going on within the organization, and the external environment. The organizational goals vary from organization to organization, and every organization has its own goals, which are made. For an organization, goals are the main premise, and they help in the prediction of the outcomes of the organizational behaviors (Kotlar, De Massis, & Frattini, 2018).

The goal of the organization is to make the employees efficient, develop them to work efficiently and effectively by conducting the training and development sessions for the employees working within the organization. The training for the employees will help them to learn about new skills and organizational requirements for the competition whether it is within the organization or external environment of the organization. However, the competition will go-on because every organization and the competitors want to survive and to work effectively by achieving their organizational goals. There are some areas within organizations, such as the latest technological skills including the software, communication, and the leadership skills, which needs improvement so that they would compete within the organization, and also in the external environment of the organization.

# Response two

The training processes and procedures will bring changes in the organization because they are based on strategic planning and intended to change the employees positively. The training methodologies have evolved in these last decades, and these training are required to bring changes in the core competencies of the work environment and organization (de Kare-Silver, 2010). The goal of the organization is to train the employees to develop their communication skills, leadership skills, and software skills. The actions required for the training of the employees is time management because they will have to manage their work and tasks within a framework. Their training will be conducted in the middle of their shift and there is a need to make changes in the previous timetable. There will be several trainers of software skill development, a trainer for leadership skill development and the last one for communication skill development. The trainers will conduct trainer sessions, and the strategy being shared with them from the organization is that; the training should be two way. A two-way training session will let the employees implement their skills practically.

The employees are expected to develop new skills and improve their skills, which they already possess. They are expected to work on the software skills because the organization has more to do with the computer and the organization’s business is solely based on the computer software. Then the employees are expected to develop their leadership skills because they have to interact with the other organizations during the meetings and partnership deals, and they should be able to attract other companies, organizations, and partners. The last one is the communication skill, this skill is important for the employees to communicate well, to develop more connections, and to communicate well with the employees and other partners. The employees would be able to develop and enhance adaptability, to work efficiently and to improve their skills. The strategies would benefit the organization by improving the worker's abilities, efficacy, and efficiency in their work. The business will grow if the employees will work efficiently and the workers would be able to enhance and improve their skills to achieve the organizational goals and improve their work quality.

# Response three

The organizations are the platforms where the employees improve and learn about the market requirements and their skills. The support during training sessions for the new employees is important because employees can work and improve in a favorable working environment, employees cannot always learn under pressure. The training session will let employees improve and strengthen skills, consistency, and efficiency. New employees would be able to address their weaknesses and meet the quality standards of their organization.

 The organization will support the new employees in receiving training by conducting training sessions during their probation period. Training will enable the new employees to solve their problems and work on their weaknesses before entering to the organizational professional environment. The support from the organization will be the training sessions and they will be allowed to interact with the professionals from the organization. The training will make the new employees capable of identifying the problems in the organization, how to improve the performance and practice the skills which they are learning (Basadur, Graen, & Green, 1982).

However, the support from the organization will allow the employees to highlight the strengths and weaknesses by exposing them to the work environment because it will enhance efficiency and in fact, the organization allows the employees to analyze and highlight the weaknesses and strengths. Improvement of working environment, and trained employees will lead the organization towards the achievement of organizational goals and make them able to compete in the market with other organizations.

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