Hewlett Packard Case Study

**How HP Trains Its Employees on Project Management**

There are several ways and techniques that HP corporations use to train their employees on project management. The major steps they take for this purpose are;

* HP develops business and project management skills and capabilities of employees by supporting them with fulfilling their professional needs.
* They provide a career and professional development to every employee of the project community
* They have taken a hybrid model on the job learning, training courses, interaction with others and networking by formal mentoring (Camilleri, 2016).
* HP trains employees on project management through the routine experience and occurrence with it.
* Beyond that, the company trains around 30% of its employees on project management networking and participation in a professional association as well as train them through the development of webinar and classroom-based training.

**How Training Enables HP Employees to Be Innovative and Manage Multiple Priorities**

The way HP trains its employees on project management enables HP employees to be innovative and manage multiple priorities in many ways. Some of those are;

1. It assists employees to know the importance of innovation for the company's competitive advantage.
2. It identifies relevant skills and knowledge regarding creativity and innovation
3. This makes employees be more solution-oriented instead of problems
4. Training makes employees to mentors and multitasks performers
5. Such training identifies issues and barriers that affect the innovation and performance of employees (Noe, et.al, 2017).

Being a manager, I would be implementing the aforementioned strategies by; 1) establishing an environment where employees communicate their professional needs and gaps to be filled, 2) introducing opportunities for professional development and allowing every employee to utilize, 3) developing a friendly and high cooperative organizational culture where learnings and experiences are valued and shared so that any of the changes would be implemented and managed accordingly (Zell, 2018).

**Challenges**

The major challenges include;

1. The use of similar certified training management systems by all rivals
2. Retirement of around 20% of trained employees of HP
3. Gaps between employee knowledge and training

In terms of value, the training program of HP Corporation has considered as the most advanced international/global training program than any of the competitors’ training program (Press Center, 2019).

**References**

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