

**Track Training Services (UK) Ltd**  
“Developing People - Developing Business” TM

Hello and Welcome to **Track Training Tips Number 6.**

**How to deal with Corporate Anti-Bodies!**

1. Discuss the requirements for Continuous Personal Development at the recruitment interview
2. Consolidate and confirm this theme during Induction
3. Have a planned and continuous programme of Learning and Development for each individual
4. Discuss their Learning Objectives before they attend any training
5. Review what they have gained from the programme on their return to work, and how they intend to put the learning into action
6. Review their performance on a Quarterly basis
7. Give them regular, quality feedback – especially on the negative impact of their observable/measurable lack of competence on individuals, the team, the organisation, and of course, their own succession plans
8. Massage their egos, and remind them that everyone has training needs, even the MD!
9. Provide them with a Mentor
10. If you can, instigate 360 degree peer review, so that they can hear the same message from someone else.

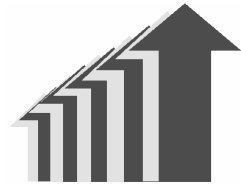
This should have the desired effect, raising confidence and competence levels of all those concerned – thus ensuring the Business Objectives are achieved.

Oh Sorry! Who are these Corporate Anti-Bodies? Why – untrained managers of course!

If you have new/in-experienced Team Leaders, then why not try the Institute of Leadership and Management Introductory Certificate in Team Leading.

Best Regards

Dave Chesters  
MD



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