

## Professional Development Investment Overview

Why Jay Gubrud Inc.?

Jay Gubrud is a catalyst for performance improvement. He works with highly notable businesses and organizations, with people who want to take performance to the next level. Clients range from small organizations like rural water districts with just 6 employees, to divisions/departments of fortune 500 organizations. Jay believes that to be a high performing company or individual, you need to be regularly moving out of your comfort zone in strategic and critical areas. Jay will assist in that process and eliminate the roadblocks that can get in the way of doing so.

He is a dynamic professional speaker, trainer, author, and consultant who has been presenting across industries and audiences for over seventeen years. His programs challenge participants to eliminate the everyday roadblocks to their success. Jay has an innate ability to relate the trials of life and business in a way that everyone can relate to ... Cars and driving!

*Enhanced relationships.  
Better communication, less conflict, reduced criticism,  
cohesive teams and boards, more control.*

<http://jaygubrud.com/>

Benefits and Impact of Professional Development  
and the  
Importance of Team Building

## Benefits and Impact of Professional Development

Professional development expands one's knowledge base. Professional development and continuing education opportunities can expose both young and experienced professionals to new ideas, solidify their knowledge, and increase their expertise in their field. New skills can give employees more confidence at work and reduce stress levels because they know they can handle adverse situations. Professional development can also help an employee feel more fulfilled in their career.

- Employees who have access to professional development opportunities are 15% more engaged.
- Retention rates are 34% higher among organizations that offer employee development opportunities.
- 58% of employees (62% of Millennials and GenX) say professional development contributes to their job satisfaction, a major factor in retention.

The importance of professional development is to:

- Demonstrate an ability to self-improve
- Keep qualifications up to date
- Stay on top of the latest developments
- Ensure employee capabilities maintain the same standards of others in the same field

Benefits of professional development training for employees:

- Increase employee's knowledge and skillset
- Aid in creating employee loyalty
- Help teach leadership skills
- Makes employees feel like learning
- Helps employees feel connected to work
- Helps mitigate change better
- Helps transfer job skills to other areas
- Makes employees more productive
- Helps employees earn more money
- Helps employees get promoted
- Gives employees control over their careers
- Helps employees stay ahead
- Helps maintain work-life balance
- Makes employees satisfied with their careers
- Help employers attract new talent

## Importance of Team Building

Building stronger teams within your organization should be a top priority of the organization for a number of reasons. According to the International Data Corporation (IDC), companies with intelligent and collaborative work environments will see 30% lower employee turnover, 30% higher productivity, and 30% higher revenue per employee. When ranking the attributes of an effective team, leaders rank “morale” and “communication” as more important than “talent.”

- 63% of leaders feel team communication improved after participating in team building activities. 61% of leaders felt team morale improved.
- 44% of leaders cite retention as a challenge over the few years.
- 55% of leaders feel team culture would improve if there was more invested into team building.
- 68% of team leaders say “building a great team culture” is one of their top 3 priorities. 27% listed it as the #1 priority.
- 73% of employees wish their company would invest more in team building.
- At companies investing LESS THAN \$25 per month per person in team building, 58% of employees feel that morale is “ok” “bad” or “very bad.”
- At companies investing MORE THAN \$25 per month per person in team building, only 25% of employees feel that morale is “ok” “bad” or “very bad.”

The importance and main purpose of team building is to create a strong team through forming bonds and connections. Creating these bonds through team building is very beneficial to businesses and organizations. The benefits of team building include increased communication, planning skills, employee motivation, and employee collaboration. You can achieve your biggest obstacles if you have a team that shares a common goal and works together to achieve it. A team that works together performs and excels. They know what their purposes are and how exactly they can go about achieving it- together.

As Andrew Carnegie rightly said, *“It is the fuel that allows common people to attain uncommon results.”*

## Team building:

### **BUILDS TRUST**

Trust plays an essential role in building effective teams.

### **REGULATES COMMUNICATION**

When employees work as a team, they communicate. They talk to each other about the task at hand and the best way to achieve the desired result. They strategize, divide themselves into smaller groups, hold discussions and try to finish the task in the most efficient manner. Communication also allows employees to understand their roles and what their peers are doing.

### **INCREASES PRODUCTIVITY**

Teams share the workload. They can pick up on new skills and sharpen their existing skills. This improves team performance, makes them efficient and over time, more work gets completed in less time. As a result, organizations can generate more revenue when they achieve their targets and deliver their best.

### **BRINGS PEOPLE TOGETHER**

One of the most important benefits of team building is that it improves interpersonal relationships between employees. When people work together, they share experiences and both failures as well as victories. It brings them closer and makes them trust each other. When team member A helps team member B, team member B is sure to return the favor at some point. Employees team up together to face adversaries and share the spotlight.

### **FOSTERS CREATIVITY AND LEARNING**

Successful team building motivates employees to learn from each other and build on each other's talents. As compared to working solo on a project, teamwork allows room for fresh ideas and new perspectives. It brings together individual experiences combined with new, innovative ideas which makes the work more fun and efficient.

### **RESOLVES CONFLICTS**

When people work together, there are sure to be disagreements. It's up to team members to resolve the conflicts amicably and not let them turn into full-blown disputes. But conflicts aren't always a bad thing. Conflicts can sometimes turn into constructive and valuable work.

Disagreements, especially, might arise if people with diverse experiences are grouped rather than those with similar experiences. The key to resolving such conflicts is that people should be open to hear and accept diverse opinions and perspectives. If team members can group their diverse opinions, skills, and experiences, they can achieve more than a group formed on similar experiences.

### **EMPLOYEES ACQUIRE SKILLS**

Team building is important. It enables employees to learn from others and develop new skills. Working in a team helps employees take on leadership roles and see their team members fulfill their responsibilities. To perform and achieve their goal, they need to arrive at a consensus before making any decisions. This requires employees to hold discussions, communicate and actively listen to each other. Teamwork enables problem-solving capabilities, strategizing, and decision-making skills. It also teaches team members to hold responsibility and accountability for their decisions and actions.

### **IMPROVES COUNTY CULTURE**

When teams work together, it fosters creativity and innovation in the workplace. Employees communicate and collaborate more. This improves their performance and efficiency, resolves conflicts and misunderstandings, and makes people more accepting towards each other. More people start getting recognized which motivates them and others to achieve more and better the next time. This improves the county's overall bottom line and simultaneously fosters a positive and motivating workplace culture.