# Control Process

One of the program on my company was Talent development. Talent development is vital to sustainable business growth and success. Organizations go through lengthy processes to recruit and onboard qualified and suitable employees, but often the emphasis stops there, with some business leaders disregarding the importance of developing their employees and nurturing their potential. Many businesses struggling to keep up with rapid innovation in the workplace. This, combined with widening skills gaps, is why actively investing in employee training and development is essential for both the growth of the business and the workforce that propels it. Filling the company’s skills gaps through the upskilling and reskilling of individuals or groups of employees, could be the difference between thriving or barely surviving through any change. Employee training involves programs that enable employees to learn precise skills or gain knowledge to improve job performance. the manager and employee work together to create a development plan. This plan identifies areas to develop or enhance, and ascertains what actions or activities need to be taken to acquire and embed that learning. This development plan is aligned with the organization’s goals and ultimately serves as a template showing skills that the employee requires and how they can go about controlling and managing our talent development program in our company.