

Members Quarterly

Summer 2015 Edition

Perspective

If the Boss Won't, Pay Your Own Way

Professional development is vital

Some say that training budgets are at an all-time low or practically non-existent. There is a wide choice of professional development opportunities out there. If this is the case in your organization, why don't you just pay for the training yourself?

Most experts tell us that learning and talent development are fast becoming the last best sustainable competitive advantages for businesses and individuals alike. Professional development is something we all need, regardless of how busy we are. It not only helps us in our particular job, it helps us grow as a person.

Paying out of your own pocket for programs and conferences is nothing new. How many people do you know who have taken extra programs of little relevance to their present jobs and paid for it themselves? In the various positions that I had over the decades, there was always something of interest that was not mandatory for the job, well beyond the corporate budget but truly useful to me. I approached my boss to present the program and offered to pay for it myself if the company couldn't afford to pay for me. There was always immediate endorsement and approval.

Being able to adapt to the challenges and demands in today's market is imperative. Are you personally doing everything you can to stay on top in your field? Having just completed IPM's 2015 One Day Conference series across Canada, I would say that there is serious room for improvement here. While we attracted record crowds in some centres, the actual numbers could be much higher.

If senior managers and executives prefer conferences and seminars to on-the-job training, where is everyone?

Using our IPM Conferences as the example, our regional volunteers spend countless hours planning a full day program. We try to meet the needs of our ongoing supporters who range from senior executives to directors, managers and supervisors in all industry sectors. While all the topics offered may not be that relevant in your position now, knowledge in another area never hurts.

Registration fees for one or two day PD programs do vary in cost, some well over the \$1000 mark. At IPM, we keep the package affordable to all (under \$150 for the full day including breakfast, lunch and coffee breaks). If four people register together, only three have to pay and the 4th attends free. A growing number of attendees do pay the registration fees out of their own pockets. They consider it well worth the cost. They not only gather information but make new contacts with other professionals in their field.

Keep in mind that paying for the event itself still qualifies you to include this when it's recertification time with other association memberships. When you approach your boss with the program and offer to pay for it, he or she will be impressed to see that you are taking the initiative to expand your horizon and learn new skills.



Nathaly Pinchuk
RPR, CMP

Members Quarterly

Summer 2015 Edition

Perspective

So next time you receive some interesting programs, don't just toss them in the recycle box and invent -excuses for not attending. No matter how much experience and knowledge we already have, we can always learn more. That's why they call it "lifelong learning".

Nathaly Pinchuk, RPR, CMP Executive Director IPM Institute of Professional Management