

The NIDT grows its own timber for the benefit of all its stakeholders

NID Training Information Diary - By the NIDT development and research team.



The expression ‘grow your own timber’ is used to describe the practice of recognising the talents of employees and giving them with the chance to be trained and grow within an organisation. This human resource practice influences the organisational culture and boosts the morale and ambition of employees. It also encourages continuous learning, mentorship, and empowerment among the recipients.

Another advantage of the ‘grow your own timber’ strategy is that succession planning is facilitated by the identification and nurturing of talented employees to be prepared to take on leadership roles in the future. Growing one’s own timber is practised in the training of diplomats (Swap, 2021), school principals (Bhengu, Mchunu & Bayeni, 2020) and universities (NMU, 2019), and, by implication training institutions.

As a future-focussed organisation, the NIDT considers the growth and development of employees, and succession planning as a priority. By nurturing and building on the resources available, the NIDT is creating a strong foundation for the company to be self-reliant and sustainable.

This year (2024) the company is supporting facilitators, the management team as well as members of the leadership team to pursue further studies to increase their own knowledge and skills base. At present qualifications enrolled for range from a PhD in Education Management, a post graduate Diploma in Business Leadership, BCom in Business Management, BA in social sciences, LLB, Financial and Information Systems, and GETC in Business Practice.

In doing so the company is encouraging a culture of trust and accountability, as employees experience personal and professional growth. Having academically qualified employees will satisfy future demands of the QCTO. In addition, this growth will add value to the training provided to students and ultimately to our clients, sponsors and employers.

Thank you to all our clients! Without your ongoing support, we would not be able to ‘grow our own timber’ as we do. Your sponsorship makes it possible for, us not only to grow, but also to flourish and provide the best possible service to you and our beneficiaries. We look forward to continuing this journey together.

References

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