

ASSIGNMENT INFORMATION

Due Date

Monday, November 2, 2020

9:00 AM

Points Possible

210[View Rubric](#)

Training and Development in Small Businesses

Overview

Select a small business with which you are familiar. Imagine that you have been called into that business to provide a consultation on training. Create a comprehensive training proposal for the business.

Instructions

Write a 6–8 page paper in which you:

1. Analyze key elements of training and development geared toward improving the performance of the specific small business for which you are consulting.
2. Predict 3–5 potential challenges that the managers or owners of the business could face in addressing organizational performance.
3. Justify the effects of detecting organizational gaps in small business, providing examples to explain the rationale.
4. Propose a competitive training strategy that will improve the position of the business in the market. The strategy should include, at a minimum, an agenda of training activities, rationale for instructional strategies used, and the return on investment (ROI) that will be gained from the strategy you have developed.
5. Go to [Basic Search: Strayer University Online Library](#) to find at least three quality academic resources in this assignment. Note: Wikipedia and similar websites do not qualify as academic resources. The reference page is not included in the required page length.

This course requires the use of Strayer Writing Standards. For assistance and information, please refer to the Strayer Writing Standards link in the left-hand menu of your course. Check with your professor for any additional instructions.

The specific course learning outcome associated with this assignment is:

- Develop a training and development proposal for a small business that includes strategies to improve organizational performance and the position of the business in the market.

*When finished, make sure to click **Submit**.*

*Optionally, click **Save as Draft** to save changes and continue working later, or click **Cancel** to quit without saving.*

[Cancel](#)[Save Draft](#)

	Unacceptable	Needs Improvement	Satisfactory	Competent	Exemplary
Propose a competitive training strategy that will improve the position of the business in the market. The strategy should include, at a minimum, an agenda of training activities, rationale for instructional strategies used, and the return on investment (ROI) that will be gained from the strategy you have developed.	0 (0.00%) Did not submit or incompletely proposed a competitive training strategy that will improve the position of the business in the market, including an agenda of training activities, rationale for instructional strategies used, and the return on investment (ROI) that will be gained from the strategy you have developed.	27.3 (13.00%) Insufficiently proposed a competitive training strategy that will improve the position of the business in the market, including an agenda of training activities, rationale for instructional strategies used, and the return on investment (ROI) that will be gained from the strategy you have developed.	31.5 (15.00%) Partially proposed a competitive training strategy that will improve the position of the business in the market, including an agenda of training activities, rationale for instructional strategies used, and the return on investment (ROI) that will be gained from the strategy you have developed.	35.7 (17.00%) Satisfactorily proposed a competitive training strategy that will improve the position of the business in the market, including an agenda of training activities, rationale for instructional strategies used, and the return on investment (ROI) that will be gained from the strategy you have developed.	42 (20.00%) Thoroughly proposed a competitive training strategy that will improve the position of the business in the market, including an agenda of training activities, rationale for instructional strategies used, and the return on investment (ROI) that will be gained from the strategy you have developed.
Use at least three quality academic resources in this assignment.	0 (0.00%) No references provided.	6.825 (3.25%) Does not meet the required number of references; all references are poor-quality choices.	7.875 (3.75%) Does not meet the required number of references; some references are poor-quality choices.	8.925 (4.25%) Meets the required number of references; some references are high-quality choices.	10.5 (5.00%) Meets the required number of references; all references are high-quality choices.
Clarity, writing mechanics, and formatting requirements.	0 (0.00%) More than eight errors present.	13.65 (6.50%) 7–8 errors present.	15.75 (7.50%) 5–6 errors present.	17.85 (8.50%) 3–4 errors present.	21 (10.00%) 0–2 errors present.

Name: **w04a1**

Description: **w04a1 - Training and Development in Small Businesses**

Exit

Name: **w04a1**

Description: **w04a1 - Training and Development in Small Business**

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Grid View

List View

	Unacceptable	Needs Improvement	Satisfactory	Competent	Exemplary
Analyze key elements of training and development geared toward improving the performance of the specific small business for which you are consulting.	0 (0.00%) Did not submit or incompletely analyzed key elements of training and development geared toward improving the performance of the specific small business for which you are consulting.	34.125 (16.25%) Insufficiently analyzed key elements of training and development geared toward improving the performance of the specific small business for which you are consulting.	39.375 (18.75%) Partially analyzed key elements of training and development geared toward improving the performance of the specific small business for which you are consulting.	44.625 (21.25%) Satisfactorily analyzed key elements of training and development geared toward improving the performance of the specific small business for which you are consulting.	52.5 (25.00%) Thoroughly analyzed key elements of training and development geared toward improving the performance of the specific small business for which you are consulting.
Predict 3–5 potential challenges that the managers or owners of the business could face in addressing organizational performance.	0 (0.00%) Did not submit or incompletely predicted 3–5 potential challenges that the managers or owners of the business could face in addressing organizational performance.	27.3 (13.00%) Insufficiently predicted 3–5 potential challenges that the managers or owners of the business could face in addressing organizational performance.	31.5 (15.00%) Partially predicted 3–5 potential challenges that the managers or owners of the business could face in addressing organizational performance.	35.7 (17.00%) Satisfactorily predicted 3–5 potential challenges that the managers or owners of the business could face in addressing organizational performance.	42 (20.00%) Thoroughly predicted 3–5 potential challenges that the managers or owners of the business could face in addressing organizational performance.
Justify the effects of detecting organizational gaps in small business, providing examples to explain the rationale.	0 (0.00%) Did not submit or incompletely justified the effects of detecting organizational gaps in small business, providing examples to explain the rationale.	27.3 (13.00%) Insufficiently justified the effects of detecting organizational gaps in small business, providing examples to explain the rationale.	31.5 (15.00%) Partially justified the effects of detecting organizational gaps in small business, providing examples to explain the rationale.	35.7 (17.00%) Satisfactorily justified the effects of detecting organizational gaps in small business, providing examples to explain the rationale.	42 (20.00%) Thoroughly justified the effects of detecting organizational gaps in small business, providing examples to explain the rationale.