**Activity 3: Personal development case studies answers**

While watching the videos, consider these questions:

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| **Case study 1 – Ronan Tebbutt** | **Case study 2 – Hannah Rylance** |
| 1. What is the person’s role? | |
| Supply Chain Leader, Stepan UK – manages supply chain process | Supply Chain Planner, Stepan UK – coordinates raw material deliveries and organises transport |
| 1. What CPD have they done? | |
| * NVQ in Management * Prince 2 Project Management * French * How to drive a folk lift truck | * Level 2 Supply Chain Apprenticeship * CIPS Procurement qualifications: Level 3 and 4 Apprenticeship, currently doing a Level 5 * Worked in health and safety and finance departments |
| 1. Why is personal development important to them? | |
| * Interest/excitement * Career development * Financial incentives * Upskill in a particular area | It helped Hannah to improve:   * confidence; * team working skills; * day to day job performance; * communication skills.   It also provided motivation – especially learning negotiation tactics.   * It has given her a competitive advantage in the market. |
| 1. What are the benefits of CPD to themselves, their teams and the organisation? | |
| * Can move the business forward * Maximises profitability * Employees are more content in their roles * Motivates staff * Helps employees make better decisions * Staff may be more efficient in their work * Provides broader skill sets * Helps with up-to-date knowledge and techniques | * Helps employees learn new practices in an organisation * Upskills the workforce * Refresher/reminder for staff of how to complete specific tasks |