

# Comparison Between Training Provider and Trusted Advisor

	FOCUS	ASSESSMENT	OUTPUT	ACCOUNTABILITY	MEASURE	ORGANISATIONAL GOALS
TRADITIONAL TRAINER	Finds and addresses Learner Needs.	Assessments identify the training needs of employees.	Creates structured learning.	Held accountable for training activity. Measures include number of training days per trainer, number of workshops provided, number of people trained.	Training evaluations are key measures.	Training is viewed as a necessary cost with limited linkage to organisational goals
TRUSTED ADVISOR BUSINESS PARTNER	Finds and addresses Performance Needs	Assessments determine the performance gap and the reason for the gaps.	Provides services that assist in changing or improving performance.	Held accountable for establishing and maintaining partnerships with managers and sponsors within the organisation. Measures include the contribution made towards improving the performance of people within the organisation.	Performance change and cost benefit ratio are key measures.	The function is viewed as producing measurable results eg cost savings and increased income. Completed work has a strong link to the organisations goal.

