



# Mohr Partners, Inc.

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## Training in the Workplace

Companies are constantly working to find the best way to attract and retain the best talent. In its endeavor to constantly provide excellent work-life balance for its employees and to further its commitment to success, Mohr Partners, Inc. (MPI) looks to establish a best-in-class education and training program for its employees.

According to MPI's CEO, Robert Shibuya, "We are trying to attract and retain these talented people, and knowing that, a lot of our emphasis is on training and education. We plan to roll out a new training and education platform emphasis within the organization."

In-house training and education programs that are designed to encourage professional growth in employees are one of the most beneficial ways of encouraging employee retention. A study done at the Kapsara Tea Factory in Kenya showed that when employees were given on-the-job training, the employees were happier and felt more valued by their employer.

As a result, both job satisfaction and job retention at the factory increased (Chepkosgey, Namusonge, Nyaberi, Nyagechi, & Sakataka, 2015). Both employers and employees mutually benefit from on-the-job training and in-house workplace education opportunities in a variety of ways. Listed below are four key reasons that every company should consider adding internal training and education.

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## 01 Team Growth

Internal trainings often foster a sense of oneness within the team. Mentorships allow junior employees to network with more senior employees, and allow them to learn from one

another. Just as senior employees may provide their own experiences from which newer team members may learn, newer members may be able to provide new ideas for old processes. Both groups may gain new insights by working together.

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## 02 Personal Growth

By challenging team members to develop and grow within their careers, employees are able to experience personal growth within the corporate setting. At MPI, team members are encouraged

to use their multifaceted skills. This leads to many employees working within different teams in order to best utilize and hone their individual skill sets. Additionally, this personal growth is congruent with a sense of purpose that allows employees to feel fulfilled within their careers.

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## 03 Company Experts

External trainings are typically generalized in order to be applicable to a wide variety of companies and industries. However, internal trainings are customized and tailored to the

company itself. The trainees are able to gain integral knowledge by utilizing the skills of more senior employees. Increased performance is another benefit of internal trainings as it allows employees to work collectively and fully understand material.



## 04 Employee Satisfaction and Retention

Providing employees with growth opportunities is beneficial not only to the employees, but also to the corporation itself. An employee who feels valued by the company is less likely to seek a new position. However, if an employee views his or her position as stagnant and do not feel challenged, they are less likely to put forth effort and may even look for outside opportunities. A research study on voluntary turnover decisions within the community of information studies (IS) professionals found that the majority of employees seek opportunities for growth. Regarding the participant's decision to transition to different jobs, the author states "rather than becoming dissatisfied, the research participants tended to see more of an opportunity for experience or to develop skills elsewhere." (Niederman, Ferratt, 2006, p. 153). In-office training and education platforms allow employees to further develop skill sets and offer challenging opportunities.

At MPI, the internal training program is fundamental to the development of their best-in-class services. Employees are given the opportunity to challenge themselves and transition into new positions, while also benefiting from mentorships and networking with senior employees. Associates Omar Carrillo and Spencer Conley were recently promoted to the brokerage division after two years working as research analysts. When asked about their experience, they both pointed to their time working under Director of Research & Site Selection Misti Meggs, as a key component in their promotion. Misti knew up front that both wanted to make the transition into brokerage, and she was able to help tailor their tasks within

the research division toward that goal. Additionally, she helped them make the proper connections within the brokerage department. When the timing was right for each, she was able to help them smoothly transition into their new positions. By starting within the research division at MPI, both Omar and Spencer understand how the research information is analyzed and processed, giving both men an advantage when moving to their new positions within the company.

Robert Shibuya states, "It's quite common that [employees] will start in one part of the organization, and then grow and expand their role." He points to Derith Jarvis, who leads the Global Corporate Services (GCS) team at MPI, "Derith has been with the company for well over ten years. He started as head of research, then took on added responsibility for the economic incentive consulting group. Most recently, he has been elevated to run all of Global Corporate Services." MPI is committed to helping its employees develop and grow, and subsequently employees often gain internal promotions due to the mutual endeavor.

### Sources:

*Chepkosgey, C. S., Namusonge, G. S., Sakataka, W., Nyaberi, D. N., & Nyagechi, A. (2015). The Effect of On-the –Job-Training Practice on Employee Satisfaction at Kapsara Tea Factory. International Journal of Academic Research in Business and Social Sciences, 5(10), 143-151. Retrieved October 26, 2017, from <http://hrmars.com/index.php/journals/papers/IJARBSS/v5-i10/1858>*

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