


POLICY BASIC DETAILS

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Human resource training and development

 Training and development is at the heart of an organization that seeks continual growth and improvement. It is a process of learning provided to new and existing employees acquiring knowledge and technical skills and developing attitudes of behavior in order to be more effective in their jobs. In the world of competitive economies, the globalisation of markets and the technological frenzy, are not enough for the enterprises to be productive. Their survival and growth depend not only on the speed of their adaptation to new technological, economic and consuming conditions but on the level of their human resource development as well. One of the contributing factors to increasing interest in workplace training is that the workplace is considered a multimillion-dollar enterprise in which employees learn **new skills designed to help them keep their organizations competitive in an increasingly global economic environment. In a study published in Workforce Economy (2001), it was reported that more than 90 percent of the companies provided a variety of management, leadership and communication training to employees. This included such training topics as «time management, problem solving and decision making, public speaking and presentation skills, management change, and strategic planning» (Corporate Training Delivery, 2001, p. 7). Having realised the importance of training in contemporary organizations this paper will address the introduction of a recent type of development: the Outdoor Management Development (OMD). As it is considered a process of learning, a description of the training environment will be presented in the first part of the paper, including the objectives and benefits of training, as well as the process and the variety of training methods. The second part of the paper, will present an inclusive approach to OMD by giving the basic characteristics, the different types, the goals, the process of learning, the benefits and its impact, theories and models of OMD and the evaluation process as well. The main purpose of this review paper is to examine if the OMD as a training method follows the standards of valuable corporate training by having a significant impact to the organizational performance. The main reason for this review paper is the perception stemming from empirical experience that OMD programs are rarely used in Greece by organizations and companies. When Greek organizations implement an OMD program, they do not seem to have an in depth understanding of this program and they do not value its significance as an effective training tool. This perception has risen from the fact that organizations require the provider (outdoor company) to plan the training ac**