



ERIC ALLGOOD

**Manager Education and Human Resources
Sports Medicine Australia**

Why I chose Learning and Development as a career

Working in HR for a subsidiary of Air New Zealand in Australia I realised that, given the importance of having efficient staff, the complete lack of available training in the Aerospace coatings area was a sustainability concern. We teamed up with TAFE NSW and created a few courses in the area with two of them going on to become Government Funded, Fee-Free programs. My passion for learning and development increased substantially at this time and I chose to develop my career further in this area.

My Current Role

I am responsible for ensuring our organisation internally is a truly learning organisation where the knowledge within each team member is shared throughout the organisation. I am also responsible for ensuring the Registered Training Organisation side of our organisation is developing and sustaining the best

programs in first aid and sports health, cementing our position, not just in the community, but also in our relationships with peak sporting bodies such as the NRL.

Key Challenges for Learning and Development Professionals

I believe the main challenges for Learning and Development professionals are relevance, engagement, and sustainability. Many organisations send their teams into training with no plan as to how that training will be used within the organisation, how the new knowledge and skills are to be shared within the organisation, or even what happens next. Research has indicated that industry finds training irrelevant often, the challenge is how are you, as an L&D professional ensuring the relevance within your organisation and the work it does?



MEGAN MAGON

**Senior Consultant at Theta and
Director of Ball Boy**

Why I chose Learning and Development as a career

After teaching in New Zealand and internationally for eight years, I wanted to learn more about commerce. My first learning and development role was with a not-for-profit. I branched into IT training from there and, once again, was able to put my L&D skills to good use across an industry that is often criticised for not valuing transferable skills. Fortunately, I had been developing mine for years and could use them to develop my technical capability quickly.

My current Role

I am a Senior Consultant with Theta, a NZ-owned IT consultancy. I specialise in Office 365 and SharePoint Online and have supported a wide range of clients including international airports, banks, and construction companies. I am also a Director of Ball Boy Ltd: a digital agency providing strategy and design,

digital marketing, and business software services.

Key Challenges for Learning and Development Professionals

I have seen many learning and development teams being kept in a silo, disconnected from daily operations and strategic planning. I consider learning and development to be an essential component of successful business leadership. In order to share their value, L&D professionals need to position themselves to contribute directly to strategic goals. This may mean that they take on titles that are essentially L&D in disguise. It will most likely require them to develop their digital literacy and confidence with digital technologies. If we as a professional community are to be true leaders of learning, it is important that we courageously accept these challenges and opportunities.