

Unit Content Guide Management Development

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recognise the importance of management development, and attempts to improve organisational performance and effectiveness. Chapter 23 examines the importance of management development and the nature of organisa-tional effectiveness. Effective management is at the heart of organisation development and improved performance.

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So management development is essential for enhancing the skills, competencies and knowledge of managers. This factsheet considers what management development is, the challenges of developing managers, the relationship between management and leadership, and the link between management development and business strategy.

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Research into unit management in prisons was necessitated by a need to change the way in which South Africa deals with prisoners. The lack of respect for human dignity, poor control in prisons before and after demilitarisation and the need to reduce crime in South Africa are some of the reasons why the study became important.

23 Management Development and Organisational Effectiveness
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the training development processes, products, and programs. The goal is to develop standardized training products and programs that support an Army undergoing rapid change. Applicability. This guide applies to all personnel involved in developing training for the Total Force within the SSI, Training Development Directorate (TDD).

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