

## Two Questions

Several years ago, I learned a simple lesson of management development. My boss and I were traveling together — the discussion was about people. I shall never forget one statement during that conversation:

“If I can answer affirmatively just two questions about a man,” he said, “I will spend as much time as necessary in helping him develop himself.”

The first question—“Can he be inconvenienced?”

The second — “Is he adaptable?”

Granting oversimplification, there is a great deal of truth in this home-spun philosophy. If the answer to either question is negative, we are probably working with the wrong man.

More important, — have we as Training Directors ever asked ourselves these same two questions?

Can *we* be inconvenienced? Or do we insist that training be conducted at times and places convenient to us? Do we skip an important conference because it interferes with our personal plans?

Are we adaptable? Or are we secure in the knowledge that past training efforts will meet future training needs? Do we recognize the need for new thinking and approaches to meet our company objectives?

Someone has said that each manager today is running a race — a race between retirement and obsolescence. Are we going to be obsolete before we retire?

An honest affirmative answer to each of these two basic questions can go a long way in helping us win the race. *We can* contribute through proper training our part in the success of our individual companies.

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