

Team and Collective Training Needs Analysis (TNA)

TNA – A MINORITY SPORT

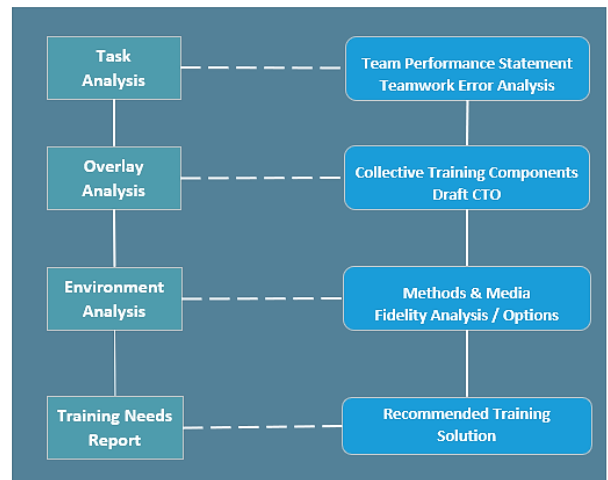
The conduct of an Individual TNA is something of a minority sport and even more so for Team and Collective Training Needs Analysis (TCTNA).

Whitetree staff have experience of conducting TCTNA in the Maritime and Land environments and, for those also interested in minority sports, below are three brief general reflections / observations on our experience in this area.

While it is perhaps an obvious point, there is less familiarity amongst stakeholders with the TCTNA process even than with the Individual TNA and this can be a particular challenge when conducting a combined Individual and TCTNA.

Difficulty in conceptualising the difference is often most apparent when developing Collective Training Objectives (CTO), which are essentially about team or group, as opposed to individual, performance. That is; coordination, communication, management, monitoring and synchronising.

Common to both Individual and TCTNA, whether the wider project or programme is run using a Waterfall or Agile methodology can have a significant impact on the conduct of the TNA. JSP 822 TNA methodology has not been developed to support the Agile methodology (primarily used in software development) and, depending on project management and time lines, can result in nugatory work and/or a high dependency on assumptions in the recommended training solution. However, with engagement at the planning stage, this risk can be mitigated through the adoption of an iterative or modularised approach.



The introduction of a new equipment or capability (as opposed to a changed threat) will not change the Joint or Mission Task but may well require amendment of the Conditions and Standards for an existing CTO.

The format of CTO vary by Service, exemplifying JSP 822 guidance that a TNA should always be tailored to the context as appropriate. It is worth noting here that the work done in TCTNA provides the foundation for the CTO and therefore assurance of the resulting Collective Training.



Matthew Bailey
Principal Consultant
Training Solutions

Matthew.bailey@whitetree.co.uk

“ The quality of TNA that Whitetree provided is second to none. They really are the benchmark in this field. ”