Description Review and Discuss your textbook. Consider how training and organizational development have been (or could be) useful in helping your current or most recent employer achieve its strategic goals. Identify examples from your experience, or from research into real-world workplace issues, to answer these questions: How did the organization use training needs assessments to determine where investment in training and development is best applied? What kind of training modes and delivery methods were most applicable in these specific situations? How did training and develop support performance management efforts in the organization?