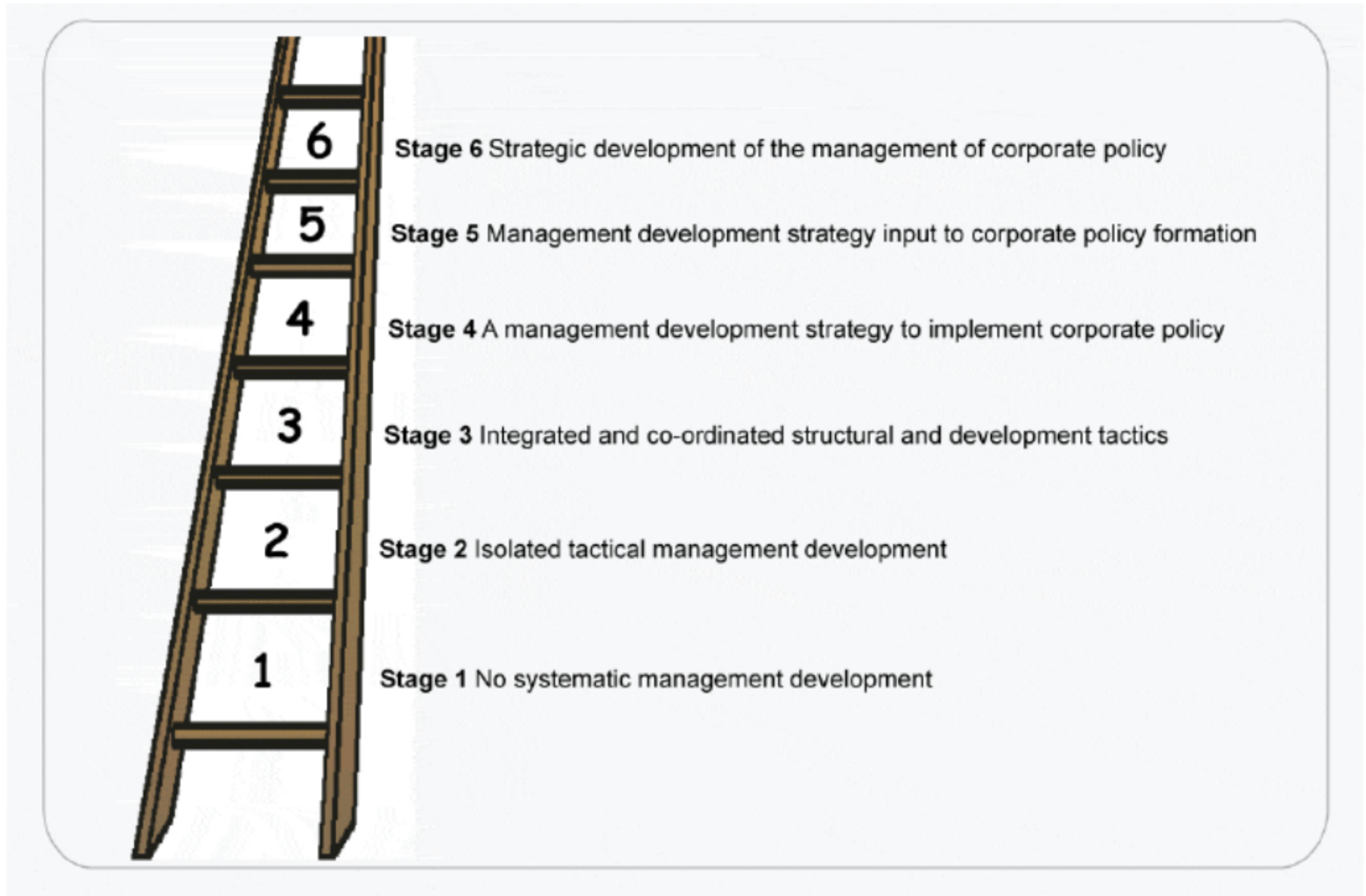


Link need to organisation



Source: Burgoyne (1999)

The fundamental principle of the Burgoyne ladder is the same as that in the [Ashridge 4F model](#), which describes four approaches to management development:

- **Fragmented activity** where learning is ad hoc rather than structured and planned
- **Formalised learning** where the individual's needs determine the design and content of the training
- **Focused** where the business needs of the organisation drive training and development
- **Fully integrated** where training and development and business strategy are integrated and all activities are perceived to be learning opportunities and used as such

links (between people and groups)

fit (compatibility with job, organization etc.)

sacrifice (cost of what people give up at job)

3 Reasons for retention

1 set expectations of individual & company

e.g. development

work-life balance

2 Companies value proposition

employ people who fit to the company culture

3 culture has impact on retention

3 ways to go for it

