



*Since I have begun my career in Learning and Development I have been on a journey of discovery. The role of trainer was new within the organisation and there was no existing level of expertise that could provide some guidance. The expectation was that there were certain skills required, but as there was no example to compare with we didn't know what we didn't know. As time progressed there was recognition that there was something missing as the skills we had were not enough. It was decided that trainers would undertake a certificate in training and development to help provide the skills that were missing. The course filled in some more gaps and as time has progressed, experience has filled in some more of the jigsaw. I understand now why some training didn't work and needed to be changed, I can see how learning styles affect how people learn and yet the picture is still not complete. Each project that comes my way I engage with it using my past experience but the experience is not always relevant and there is a need to make some choices and trust that they will be the right ones. My hopes for the Msc in applied e-learning are that it will help me to complete more of the picture that has been already started. My experience has proved invaluable but I also need some structure and theory on which to base my future decisions about training in my organisation. I have learned from my mistakes but it's time to become a professional who can provide appropriate advice when called upon and introduce new ideas to improve our training experiences. There may always be a gap in the picture but my hope is that my Msc will allow me to become more expert and professional as I continue to develop in my role.*