

## Section Four

### LOOKING BACK TO MOVE FORWARD

THIS SECTION INCLUDES

**Chapter 8 Looking Back  
&  
Chapter 9 Moving Forward**

The fourth and final section of 'What's Your Role?' is about understanding and facing the challenges of the future. Although it appears at the end, the material in these last chapters supports the beginning of a new era for training in your organisation. For the training unit to become an emerging force for positive change requires a look back at what has happened. Action requires reflection. Chapter 8 presents methods for monitoring and evaluation. The purpose of Chapter 9 is to help the training unit determine what that future work will be like, based on an assessment of its current status and a vision for its future.