Need 3-5 Sentences for each question

1. Now this topic is something that each of you has had some level of experience with - at least at the level of training, and possibly even in terms of engagement in organizational development processes. Tell us about some of your key experiences and what you learned through them - not so much in terms of content, but in terms the nature of effective (and not-so-effective) training and development.  
   You might even go so far as to briefly illustrate how training and development do or do not complement each other... for example - if you had conflicts between how the organization was structured and the scheduled training within that organization, please address that point.
2. Tell me about your experience of the diversity "climate" in your organization. What does your organization say formally about its views on diversity, and how well do you feel it walks its talk in this regard? Why?
3. Don't worry - I'm not going to ask you to reveal the details of your personal compensation package! Following on the Mod 3 topic of diversity, it's interesting to note that the "undiscussability" of personal salary varies with different cultures, and even organizations.  
   How do you feel about discussing your own compensation package with others? Is there anyone outside of your spouse or partner and immediate supervisor that you feel free to to share this information with? Why do you think this is such a sensitive, personal issue for many people in American culture?
4. Have you any experience in cost-benefit analyses in your organization with regard to HR and organizational effectiveness? How does your organization decide whether HR activities and programs are effective? Is there any discussion around metrics and organizational effectiveness as a result of HR? Discuss these issues here.