



Managing & Measuring Training

Strategy, Systems, Finance & Measuring Impact

► Upcoming Sessions

21-25 Oct 2024	London - UK	\$5,950
06-10 Jan 2025	Dubai - UAE	\$5,950
14-18 Apr 2025	Dubai - UAE	\$5,950
30 Jun-04 Jul 2025	London - UK	\$5,950
20-24 Oct 2025	London - UK	\$5,950

► Training Details

Training Course Overview

It is often stated that the most important asset a business possess is its people. Learning, Training, Talent and Organisational Development departments have a key pivotal influence on the strategy and implementation of the organisation to ensure that the organisation's people are developed to achieve their best potential.

We have designed and developed a unique and innovative training course that will provide you with the essential knowledge and skills to gain greater strategic value from your investment in training and development. The focus of the Anderson training course will be the analysis and alignment of business objectives to create efficient systems to achieve the maximum ROI (Return on Investment) from your learning and development. You will also learn how to produce an effective business case utilizing metrics and other sources of strategic analysis. This is an essential training course for those who wish to be more effective and efficient with the training budget and more strategic with training interventions.

Training Course Objectives

By attending this Anderson training course, delegates will be able to:

- Examine the issues related to measuring and maximizing training ROI (Return on Investment).
- Apply the techniques of Training Needs Analysis (TNA)
- Develop and propose a business case for training to meet strategic business objectives
- Prepare and an appropriate business model for training and development
- Analyse cost-benefit and return-on-investment for training and development activities

Designed For

This Anderson training course is suitable to a wide range of HR, L&D and Training and Talent Management professionals, line managers, team leaders, but will greatly benefit those who:

- Have direct responsibility for the training budget within the organisation and wish to gain greater effectiveness and efficiency in managing this
- Have a strategic overview of the business and who may also be responsible for initiating

- training programmes or authorizing expenditure for training and wish to gain a greater understanding of training budget formulation and ROI
- ▶ Are responsible for Human Resource / Organisational Development and the planning and delivery of training programmes at a strategic level
- ▶ Are responsible for the planning and implementation of training programs need to know about training evaluation and ROI

▶ Training Details

Day One: Development Strategy & Digital Learning

- ▶ Importance of Strategic Organisational Development to business success
- ▶ Defining the Learning Organisation
- ▶ Aligning development to meet business objectives
- ▶ The impact of Digital Learning: on line, E-learning and AI Long-term planning for future skills and competences
- ▶ Quality training and development standards: ISO 9000; ISO29993:2017

Day Two: Design and Alignment of Development Interventions

- ▶ Conducting Training Needs Analysis (TNA): methods and principles
- ▶ Digital Learning: interventions and measurement
- ▶ Alignment of development to achieve high quality learning
- ▶ Learning measurement metrics: objective and outcome criteria
- ▶ Measuring and analyzing blended learning solutions
- ▶ Practical Case Study: digital learning v traditional classroom

Day Three: Evaluation Models and Methods

- ▶ The importance of evaluating development solutions
- ▶ Evaluation models of training and development
- ▶ Kirkpatrick and Phillips Models of Evaluation
- ▶ Levels of evaluation for ROI: classroom and digital learning
- ▶ Utilising key stakeholders and line management
- ▶ Practical Evaluation Case Study

Day Four: Measuring, Quantifying and Calculating ROI Impact

- ▶ Development Budget planning: factors and structure
- ▶ Understanding Cost / Benefit Analysis impact
- ▶ Importance of ROI: traditional and digital learning
- ▶ Measuring and calculating ROI: methods and models
- ▶ Measuring and quantifying the intangible impacts
- ▶ Practical ROI Case Study: traditional and digital learning

Day Five: Creating the Business Case using ROI Data

- ▶ Review of Case Study: lessons learnt
- ▶ Preparing the ROI data and metrics
- ▶ Using the correct communication methods and channels
- ▶ Structuring the Business Case for ROI and training
- ▶ Presenting the Business Case to key stakeholders
- ▶ Summary and Next Steps

▶ Accreditation



The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.

► The Certificate

- Anderson Certificate of Completion will be provided to delegates who attend and complete the course
- The HRCI Approved Provider Seal and the corresponding Recertification Credit Hours Awarded will be reflected on the Certificate of Completion

► INFO & IN-HOUSE SOLUTION

For more information about this course, call or email us at:

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Request for a Tailor-made training and educational experience for your organization now:

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