

5 Days

Measuring & Maximising Training ROI

A Comprehensive Overview of How to Manage and Measure all Aspects of Training, Learning and Development

Upcoming Sessions

06-10 May 2024	Dubai - UAE	$5,950
02-06 Sep 2024	Istanbul - Turkey	$5,950
13-17 Jan 2025	Dubai - UAE	$5,950

Training Details

Training Course Overview

Many Training and Development Professionals have difficulty in demonstrating the strategic value of training. We have developed this exciting Anderson training course that gives participants a comprehensive overview of how to manage and measure all aspects of training, learning and development. This Anderson training course will provide the essential knowledge and skills to gain greater strategic value from your investment in training and development. The focus of the training course will be the analysis and alignment of business objectives to create efficient systems to achieve the maximum ROI from learning and development. 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:

- Understand the issues related to measuring and maximising training ROI
- Plan, organise and deliver relevant training interventions
- Demonstrate the business case for specific training interventions
- Understand and be able to implement techniques applicable to identifying training needs
- Describe best practice in relation to employee development

Designed For

This Anderson training course is suitable to a wide range of HR, L&D and Training professionals, line managers, and team leaders. For example:

- Training Managers
- Learning & Development Professionals
- Talent Management Staff
- HR Administrators and Training Assistants
- HR Business Partners
- Any existing HRM personnel who need to demonstrate the value if training

Training Details

Day One: Introduction – The Key Advantage: A Proficient Workforce

- The Strategic Role of Training, Learning & Development
- The Business Case for Investment
- Understanding Approaches to Effective Employee Development
- Evaluating Training Programmes and PDPs
- Models for Effective Measuring of Training Return on Investment
- Ensuring cultural support to maximize impact and ROI

Day Two: Aligning Training to Business Objectives – Maximizing Training ROI

- The Organisational Context
- Business Strategy: The Need for Long-term Planning for Future Skills and Competencies
- Identifying Development Needs
- Aligning Interventions with Business Needs
- Planning and Delivering Effective Training & Development
- Maximising the non-financial ROI of Interventions

Day Three: Calculating Training ROI

- Why Organisations Don't Measure the Cost Effectiveness of Training
- What Should Be Measured and How
- Identifying Appropriate Success Criteria
- Measuring the Effectiveness of Training
- Forecasting Costs and Benefits
- Calculating the ROI

Day Four: Facilitating the Training Process

- How Adults Learn - Identifying Effective Approaches
- The Responsibilities of Senior Managers, HR Professionals, Line Managers and Employees
- Establishing Strategic Learning Objectives
- Initiating Interventions at the Operating and Individual Level
- Planning and Preparing Training Budgets
- Choosing Between Internal or External Provision

Day Five: Making Evaluating Effective

- Models and Methodologies of Evaluation
- Incorporating the Results of Evaluation into Future Events
- Kirkpatrick's Levels of Evaluation
- How Effective Evaluation Links to ROI
- Some Myths about Evaluation
- Course summary

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:

Call us: +971 4 365 8363

Email: info@anderson.ae

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

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