

Course Overview:

In this course you will distinguish between the proactive / strategic approaches of managing training and the traditional/reactive approach, Use appropriate methods to identify training needs, design and conduct a training needs analysis. Analyze the components of human performance and determine how managers and/or the corporate culture may enhance performance.

Course Objective:

- Examine the issues related to measuring and maximizing training ROI
- Apply the techniques Training Need 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
- Analyze cost-benefit and return-on-investment for training and development activities

Course Outline:

- The Strategic Context of Learning & Development
- Strategic Organisational Development (OD), and HR planning
- Business Strategy: Planning for Future Skills and Competences
- Organisational Learning and Development Needs
- Understanding the Organisational Training / Development Cycle
- Conducting a Training / Learning Needs Analysis (TNA)
- Evaluating Training and Outcome Metrics
- Evaluation Models: Levels and ROI
- Why clear and measurable learning objectives matter?
- Managing & Leading the Training / L&D Function
- How to Lead and Manage the L&D Function
- The Business Case for Training, Learning & Development
- Key Factors for Powerful Business Communication
- Preparing the Business Case for An Investment in Training

Who Should Attend:

- Human Resources (HR)
- Learning and Development (L&D)
- Training and Development
- Organisational Development (OD)
- Talent Management and Succession Planning

Training Language:

Eng/Ar

Training Methodology:

- Presentation & Slides
- Audio Visual Aids
- Interactive Discussion
- Participatory Exercise
- Action Learning
- Class Activities
- Case Studies
- Workshops
- Simulation

Venue | Date | Fees

Riyadh | 19-11-2023 | 10,350 SAR
Khobar | 24-12-2023 | 10,350 SAR
ONLINE | 24-12-2023 | 7,475 SAR