Course Overview:

This dynamic and current course 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 course will be the analysis and alignment of business objectives to create efficient systems to achieve the maximum ROI 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 course for those who wish to be more effective and efficient with the training budget and more strategic with training interventions.

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:

- Strategic organisational development, training and HR planning
- Business strategy: the need for long-term planning for future skills and competences
- Aligning training and development to meet business objectives
- Understanding the training cycle and why it matters
- Introducing Training Needs Analysis (TNA)
- The role of competencies in learning & development
- Why clear and measurable learning objectives matter
- Understanding and applying cost-benefit analysis
- How to measure training return-on-investment (ROI)
- The importance of leadership and how it differs from management
- The strategic management of the training function
- The concept of talent management
- Differentiating succession management & talent management
- How training fits with performance appraisal
- Nationalisation issues in training and development
- Preparing the business case for an investment in training

Who Should Attend:

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

Training Language:

EN / AR

Training Methodology:

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