

€ TRAINING

Linking Training to Organisational Goals





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Introduction:

This training program delves into the integration of training strategies with business objectives, emphasizing the development of effective training solutions and evaluating their impact. Through it, participants will learn to align training initiatives with business goals and measure their return on investment.

Conference Objectives:

At the end of this conference, participants will be able to:

- Describe the role of training within an organization.
- Plan a transition from training to organizational development.
- Link training to organizational goals.
- Conduct an effective training needs analysis.
- Develop a training strategy, Identify learning solutions, and Evaluate the training.
- Promote value-added training.
- Produce focussed training strategies and plans.
- Get the best out of people through development.
- Demonstrate added value and ROI.

Targeted Audience:

- Management Professionals.
- HR Managers.
- Training Managers.
- Training Designers and Educators.
- Organizational Design Managers.
- Talent Managers.
- Senior Training Coordinators and Administrators.

Conference Outlines:

Unit 1:

Business Strategy and Training:

- Introduction to training, development and learning.
- So why do we need to train anyway?
- How businesses set their strategy?
- The importance of aligning training strategy.
- The role of training in supporting business strategy.
- Champions and sponsors.
- Defining the training function.

Unit 2:

Developing a Focussed Training Solution:

- The Systematic Training Cycle.
- Learning and performance objectives.
- Personality and Learning Styles.
- Different learning methods - e-learning to classroom.
- Developing learning solutions and blended learning.
- Training design principles, Selecting the trainer, Prioritizing training needs.
- Validation and Evaluation.

Unit 3:

The Training Strategy:

- Research and analysis - TNA.
- Developing your customer base.
- Building a training strategy.
- Presenting strategy for impact.

- Organizations and Change - driving the need for training.
- Responding to organizational change.
- Training project to support major cultural change.

Unit 4:

Building The Value of Training:

- The providers of training.
- Developing partnerships and suppliers.
- Pilot programs for Validation.
- Evaluation for ROI.
- Evaluation and measuring Return on Investment and Evaluation methods.
- Evaluating what? Perceptions or reality.
- Quality Control and Evaluation.

Unit 5:

Developing Your Training Strategy:

- Creating the training plan and a cost budget.
- The use of Service Level Agreements.
- Reporting training activities against plan.
- Skills practice on personal case studies.
- Peer support in developing ideas.
- Action planning.
- Key learnings and personal development plans.