

€ TRAINING

Linking Training to Organizational Goals



31 March - 4 April 2025
Trabzon (Turkey)



Linking Training to Organizational Goals

REF: H208 DATE: 31 March - 4 April 2025 Venue: Trabzon (Turkey) - Fee: 5300 Euro

Introduction:

This training program delves into strategies for aligning training initiatives with organizational goals, ensuring that every training activity contributes to the company's strategic objectives. It empowers participants to design, implement, and evaluate training programs that drive business success.

Program Objectives:

By the end of this program, participants will be able to:

- Understand the strategic importance of linking training to organizational goals.
- Identify key organizational objectives that can be supported through training.
- Develop training programs that align with specific business needs.
- Measure the impact of training on organizational performance.
- Foster a culture of continuous learning that supports strategic goals.

Targeted Audience:

- HR Managers.
- Training and Development Professionals.
- Organizational Development Specialists.
- Business Leaders.
- Learning and Development Consultants.

Program Outline:

Unit 1:

Understanding Organizational Goals:

- Defining organizational goals and objectives.
- The role of training in achieving business objectives.
- Aligning training initiatives with company strategy.

- Analyzing gaps between current capabilities and required skills.
- Case studies on successful alignment of training with goals.

Unit 2:

Designing Training Programs:

- Identifying training needs that align with business goals.
- Structuring training programs for maximum impact.
- Incorporating organizational values and culture into training.
- Choosing the right training methods and tools.
- Examples of training programs linked to business outcomes.

Unit 3:

Implementing Training for Strategic Impact:

- Best practices in rolling out training programs.
- Engaging leadership in training initiatives.
- Ensuring consistent delivery across the organization.
- Addressing challenges in implementation.
- Monitoring and adjusting training programs for effectiveness.

Unit 4:

Measuring the Impact of Training:

- Key metrics for evaluating training effectiveness.
- Linking training outcomes to business performance indicators.
- Tools and techniques for measuring ROI of training.
- Methods of Reporting results to stakeholders.
- Continuous improvement based on feedback and results.

Unit 5:



Fostering a Continuous Learning Culture:

- Building a learning culture that supports organizational goals.
- Encouraging employee engagement in ongoing learning.
- Leveraging technology for continuous learning.
- Integrating learning into everyday work.
- Strategies for sustaining a focus on learning and development.