

# € TRAINING

Outcome Based Training Development  
Ensuring Learning Impact

3 - 7 March 2025  
Baku (Azerbaijan)





# Outcome Based Training Development Ensuring Learning Impact

REF: Z2947 DATE: 3 - 7 March 2025 Venue: Baku (Azerbaijan) - Fee: 5750 Euro

## Introduction:

This training program focuses on designing and developing training programs that deliver measurable learning outcomes. By adopting an outcome-based approach, participants will gain the skills necessary to align training objectives with organizational goals, ensuring meaningful and lasting impact.

## Program Objectives:

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

- Explore the principles and benefits of outcome-based training design.
- Conduct effective needs analysis to identify training requirements.
- Develop training programs aligned with desired outcomes and organizational goals.
- Create assessments to measure learning and behavioral changes effectively.
- Implement strategies to evaluate and enhance training program success.

## Targeted Audience:

- Training managers and instructional designers.
- HR professionals involved in learning and development.
- Team leaders and supervisors responsible for employee training.
- Educational consultants and corporate trainers.
- Professionals looking to enhance their skills in impactful training design.

## Program Outline:

### Unit 1:

#### Principles of Outcome-Based Training Design:

- Understanding outcome-based training and its significance.
- Differentiating between traditional and outcome-based approaches.
- Aligning training objectives with organizational goals.

- Identifying key learning outcomes and performance metrics.
- Integrating learner-centered strategies into program design.

## Unit 2:

### Needs Analysis and Curriculum Design:

- Conducting comprehensive needs assessments for training requirements.
- Setting SMART learning objectives.
- Structuring curriculum to achieve targeted outcomes.
- Incorporating flexibility and adaptability in training modules.
- Aligning instructional methods with learner needs.

## Unit 3:

### Developing Effective Training Materials and Delivery Methods:

- Techniques for designing interactive and engaging training content.
- Using technology and multimedia to enhance learning experiences.
- Selecting appropriate delivery methods for diverse learning styles.
- Incorporating microlearning and blended learning techniques.
- Addressing challenges in delivering training programs effectively.

## Unit 4:

### Measuring Learning Outcomes and Behavioral Changes:

- Creating tools for pre- and post-training assessments.
- How to develop practical and scenario-based evaluation techniques.
- Utilizing surveys, feedback forms, and observation for impact measurement.
- Analyzing results to assess knowledge retention and application.
- Linking learning outcomes to organizational performance metrics.

## Unit 5:



## Evaluation and Continuous Improvement of Training Programs:

- Applying Kirkpatrick's Four Levels of Evaluation.
- Identifying areas for improvement through data analysis.
- Enhancing future programs based on feedback and results.
- Building a culture of continuous learning and development.
- Importance of presenting outcomes to stakeholders to demonstrate ROI.