GULF EURO
For Training
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Mastering Training Needs Analysis and Training Evaluation

Ref.: TR-1101   **Location:** Amsterdam, Netherlands

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Introduction

This new program provides you with the latest thinking, methods, and tools to be able to complete the two most important areas of training –TNA and Evaluation. In today's difficult financial climate these are the two areas that will make a difference to any training function.

This program will also help to raise the professional profile of training because of its exact process approach. Using our methodologies you will be able to do TNA in less time and with greater accuracy, know what to evaluate, and use a proven process to do a predictive evaluation. If you are required to do so you will be able to show which training provides measurable value to the organization using new techniques.

Targeted Audience:

- Training Managers
- Training Specialists
- Training Coordinators
- Training Consultants
- HR Staff

Course Outlines

Day 1: Organization learning culture:

- Defining business culture and its elements.
- Discussing WILLIAM SCHNEIDER model for organizational culture .
- The Benefits of A Learning Organization Culture.
- The 4 C's of organizational culture.
- Creating a Learning Culture in the Workplace.
- The organizational learning theory and The organizational learning theory

Day 2: High Performance Organization:

- The principles of HPO -Discussing factors contributes to high organizational performance
- The importance of the Performance Management System and the employee appraisal process.
- Understanding the (4) Quadrant of Employee Performance and Learning.
- Understanding the (5) Factors Model of Employee Performance and Learning.
- Understanding the learning curve concept and its importance.

Day 3: Conducting Training Needs Analysis:

- Training Model Process & TNA
- TNA & Individual needs & Identifying Training Objectives -Using Competencies Matrix and performance review as input for TNA.
- TNA & Job needs & Identifying Training Objectives - Using job analysis as input for TNA.
- Developing Training Criteria

Day 4: Training implementation:

- Training Model Process & Training Implementation
- Defining ,discussing training types (internal - external)
- Defining ,discussing training types methodologies
- Monitoring training ,trainer and trainee during implementation

Day 5: Training evaluation:

- Setting up training evaluation measures (evaluation matrix).
- Understanding Kirkpatrick model of evaluation.
- Understanding Phillips ROI model of evaluation & The ROI evaluation formulas.
- Understanding Kaufman's model of evaluation
- Understanding the CIRO model of evaluation.
- Understanding Brinkerhoff model of evaluation.
- Understanding Anderson model of evaluation.

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Complete & Mail Gulf Euro For Training at the address given below

Delegate Information

Full Name (Mr / Ms / Dr / Eng):
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Company Name:
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Person Responsible for Training and Development

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