



ALIGNING TRAINING TO ORGANISATIONAL GOALS

PIK309-0325 IST-1



Place: Istanbul (TURKEY)

Venue:

Start Date: 03-03-2025

End Date: 07-03-2025

PPP: £4450



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**If you can't train them,
you can't blame them!**

Short Description:

In order for individuals and teams to consistently perform it is essential to equip them with the skills, knowledge and behaviours required for success. This is an ongoing challenge due to the rate of change that organisations experience. The impact and importance of training within an organisation can be measured and directly linked to the achievement of organisational goals and objectives. This exciting and engaging training course explores the critical role that people development plays in moving a business forward and in the achievement of personal, team, departmental and organisational goals and objectives. Delegates will also explore how they can develop and promote the role of the training function within their organisation. Highlights of this engaging course are: • How to produce focussed training strategies and plans. • How to influence through results. • How to explore many options for learning. • How to get the best out of people through development. • How to demonstrate added value and ROI.

Course Overview:

Objectives

By the end of this course delegates will be able to:

- Describe the role of training within an organisation.
- Plan a transition from training to organisational development.
- Link training to organisational goals.
- Conduct an effective training needs analysis.
- Develop a training strategy.
- Identify learning solutions.
- Evaluate training.
- Promote value added training.



Training Methodology

The seminar is based on a combination of interactive activities - group and individual exercises, case studies, skills practice and discussions - along with formal inputs. The environment will be supportive in which individuals with varying degrees of experience will be encouraged to share the approaches they currently use as well as try out new ones that they encounter on the seminar. The expert seminar facilitator will be on hand to answer any questions an individual may have and to act as a facilitator for building and applying new approaches.

Organisational Impact

Impact on the organisation from delegates attending this seminar includes:

- Enhancement of a wide range of skills and competencies
- Improved results from training within a business.
- New techniques in training strategy that are essential in developing partnership with internal clients.
- Developed and convincingly submitting training plans.
- More focused training and development.
- Evaluation of training programmes to drive up quality and effectiveness.

Personal Impact

Attendance at the seminar will result in individuals being better able to:

- Implement a wide range of strategic planning techniques in the learning and development environment.
- Use enhanced interpersonal skills.
- Improve their ability to make training a more critical part of a business.
- Demonstrate how training budget should be seen as an investment.
- Able to use different techniques and approaches for effectively working through a training strategy.
- Apply new skills effectively in the workplace.

Who Should Attend?

- All Training Managers and Professionals.
- Training Co-ordinators.
- Senior Training Administrators.
- Training Designers and Developers.
- Those who have a responsibility for training others.
- Those who wish to move into training management.
- HR Management and Professionals with an interest in training.



- Line Managers with an interest in training.

Program Outline:

Day 1: Business Strategy and Training

1. Introduction to training, development and learning.
2. How businesses set their strategy.
3. The importance of aligning training strategy.
4. The role of training in supporting business strategy.
5. Defining the training function.

Day 2: Developing a Focussed Training Solution

1. Learning and performance objectives.
2. Personality and Learning Styles.
3. Different learning methods – e-learning to classroom.
4. Training design principles.
5. Prioritising training needs.

Day 3: The Training Strategy

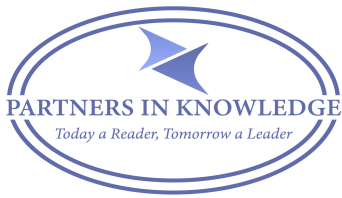
1. Training needs analysis.
2. Developing your customer base.
3. Building a training strategy.
4. Organisations and Change – driving the need for training.
5. Responding to organisational change.

Day 4: Building the Value of Training

1. Developing partnerships and suppliers.
2. Evaluation for ROI.
3. Case Study - Evaluation and measuring Return on Investment.
4. Evaluation methods.
5. Quality Control and Evaluation.

Day 5: Developing Your Training Strategy

1. Creating the training plan.
2. Creating a cost budget.



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3. The use of Service Level Agreements.
4. Action planning.
5. Key learnings and personal development plans.