

Getting Results through Training

'An organization's ability to learn, and translate that learning into action rapidly, is the ultimate competitive advantage.'

Jack Welch

The Soft Skills Gap Do You Have One?

Although we all know that training can have many amazing benefits, sometimes it can be hard to prove those benefits & attach a dollar value to training. Some topics, like sales training or time management, might have direct, tangible benefits. Other topics, like communication or leadership, might have benefits that you can't put a dollar value on. In this course, learners will learn about the different ways to evaluate training progress, and how to use those results to demonstrate the results that training brings.

Who this course is for

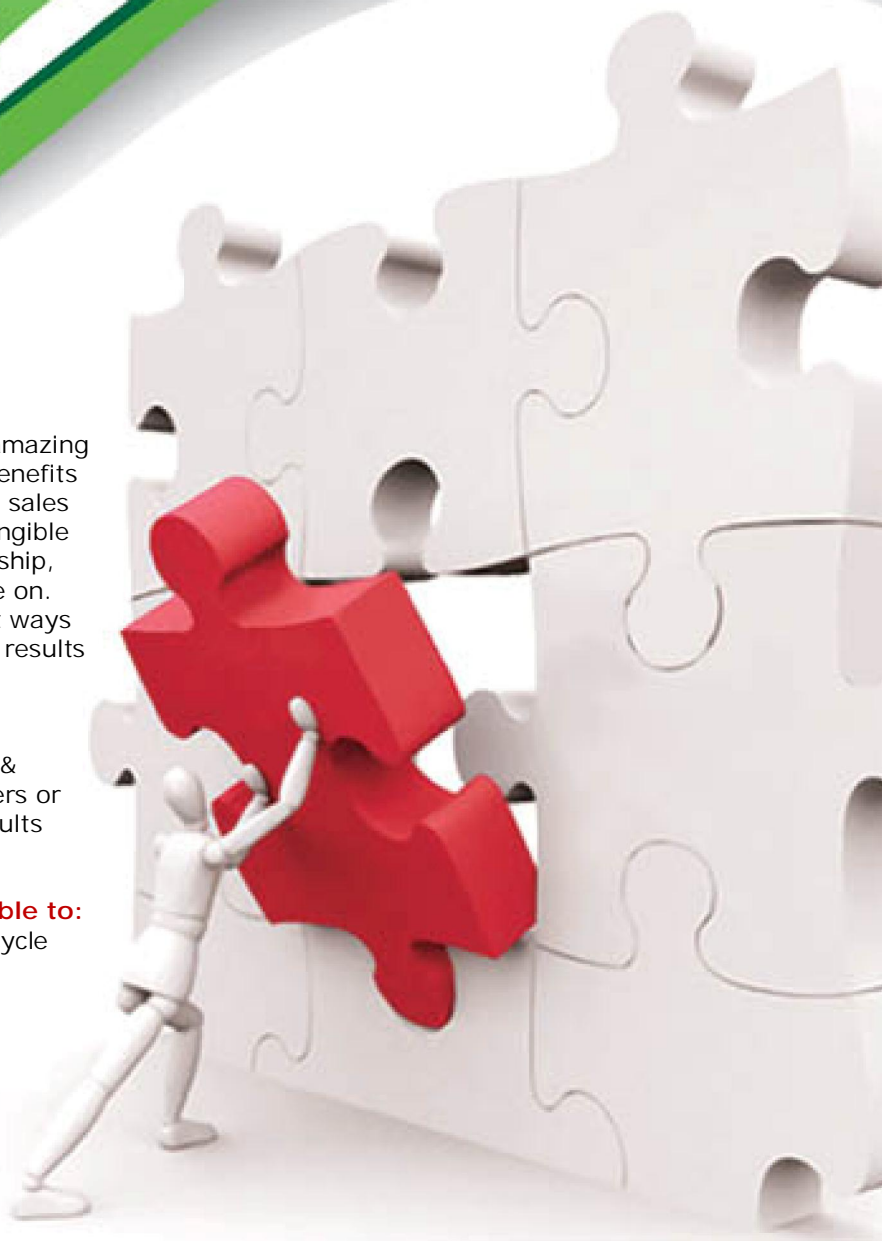
This course is intended for directors, managers, HR & personnel managers, department heads, team leaders or supervisors who wish to accurately measure the results from staff training.

By the end of this course, learners should be able to:

- Understand Kolb's learning styles and learning cycle
- Understand Kirkpatrick's levels of evaluation
- Be familiar with many types of evaluation tools, including goal setting, tests, reactionary sheets, interviews, observations, hip-pocket assessments, skill assessments, and learning journals
- Understand when to use each evaluation tool
- Be able to perform a needs assessment
- Know how to write learning objectives and link them to evaluation
- Be able to write an evaluation plan to evaluate learning at each stage of the training and far beyond
- Know how to identify the costs, benefits, and return on investment of training
- Be familiar with the parts of a business case

Course Outlines

- Topic 1: Kolb's Learning Styles
- Topic 2: Kirkpatrick's Levels of Evaluation
- Topic 3: Types of Measurement Tools
- Topic 4: Focusing the Training
- Topic 5: Creating an Evaluation Plan
- Topic 6: Assessing Learning before Training
- Topic 7: Assessing Learning during Training
- Topic 8: Assessing Learning after Training
- Topic 9: The Long Term View
- Topic 10: Calculating the Return on Investment (ROI)



Course Level

Course Hours

Available Learning Formats

Short Course

8 hours

Classroom & Blended
Distance & Online

Applies towards the following certificate(s) & award(s):

- Diploma in HRM



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