

ADVANCED TRAINING NEEDS ANALYSIS STRATEGIES



INTRODUCTION

Training needs analysis is the initial step in a cyclical process which contributes to the overall training and educational strategy of staff in an organisation or a professional group. This basic cycle commences with a systematic consultation to identify the learning needs of the population considered, followed by course planning, delivery and evaluation. Although much has been done, there is disagreement concerning its impact on the training cycle and its potential to influence service delivery.

This advance course delves into in depth concerns and scrutinizes details to iron out discrepancies within the TNA system. For training to be successful and effective it must be directly aligned to Business needs. The first step is to have a strategy and a proven process. Without this critical function training is often carried out without sufficient thought being given to its purpose, its outcomes and the evaluation of its results. During this practical and enjoyable workshop delegates will have the opportunity to learn about processes that really work, with clear and practical examples that will be used throughout.

OBJECTIVES

- To understand the strategic fit between training and the business
- To understand the design differences and priorities
- Use processes that will aid in budgeting, prioritising and project management
- Understand how to carry out evaluation and to distinguish between evaluation and validation
- Be able to calculate competency level for localisation
- Recognise the impact and application of business to improve efficiency

WHO SHOULD ATTEND?

Trainers/Training Managers and HR professionals who want to upgrade their skills in advanced Training & Development strategies.

COURSE OUTLINE

- Introduction
- Issues Relating to Translating Business Needs Into Measurable Outcomes

- Issues Relating to Cost-Benefit Analysis
- Issues Relating on Corporate Training Plan



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