

# Connecting Organizational Objectives to Training

Using Targeted Training Interventions to Promote Organizational Achievement

## Introduction

In order to ensure that strategic goals are reached in today's fast-paced world, personnel working in training roles need to grasp strategy. Anyone in training will benefit from this new Course N Carry Connecting Organisational Objectives to Training course, which will assist in putting strategic goals into action with budgets and timeframes. Competency levels are one important area, and they're a fantastic illustration of a strategic aim. Gain a competence that very few specialists in training have by mastering the techniques.

### **This interesting Course N Carry training course's highlights are:**

- How can the training matrix be utilized to create targeted training programs and strategies?
- How can one influence others by delivering outcomes that are easy to understand?
- How can I look at a variety of learning options?
- How can the two distinct methods of performance and competency be used to bring out the best in people?
- How can ROI and extra value be proven?
- How can development bring out the best in people?

## Objectives

### **Following this training session, participants will be able to:**

- Explain the function of training in an organization and how it relates to the strategic plan.
- Indicate which training directly advances the objectives of the organization.
- To ensure that training is properly in line with organizational objectives, use a strategic model and training schema.
- Perform a thorough study of your training needs.
- Create a training plan.
- Assess instruction and encourage value-added instruction

## Training Methodology

This training session on Course N Carry Connecting Organisational Objectives to Training combines formal inputs with interactive activities such as case studies, group and individual exercises, skill practice, and debates. The setting will be encouraging in which persons with varied degrees of expertise will be encouraged to share the ways they already use as well as test out new ones that they encounter on the training session. In addition to serving as a facilitator for developing and implementing these novel techniques, the seminar teacher will be on hand to address any queries that a person may have.

A Strategic Wall Chart, a Training Work Areas Chart, a fully indexed handbook, a soft copy of the handbook, and the slides used will all be given to the delegates.

## Organizational impacts

**The following are some effects that attendees of this Course N Carry training program will have on the organization:**

- Improvement of several different skills and talents
- Enhanced outcomes from training inside a company
- Innovative methods in training strategy that are critical to building internal client partnerships
- Created and submitted training programs with conviction
- More concentrated instruction and growth
- Assessment of training initiatives to improve efficacy and quality

## Personal Impact

**Individuals that participate in this training event will be more adept at:**

- Use a variety of strategic planning methods in the context of learning and growth.
- Make use of your improved interpersonal skills
- Become more adept at making training a vital component of a company
- Show how a training budget may be considered an investment.
- Employ a variety of methods and strategies to efficiently carry out a training plan.
- Effectively use newly acquired talents in the job, acquiring information and abilities that are uncommon in the training role.

## Who should attend?

**Every Manager and Professional in Training**

- Training Coordinators who have completed a course leading to certification
- Administrators of Senior Training
- Training Designers and Developers
- Individuals who are accountable for instructing others

- Those that want to get into management training
- HR Directors and Professionals with a Desire to Learn
- Line managers who are eager to learn
- Senior managers who are interested in maximizing organizational efficiency through training

## Course Outline

### Day 1

#### Training and Business Strategy

- Overview
- Goals
- Overview of Education, Training, and Development
- Therefore, why is training necessary?
- How Companies Formulate Their Plans
- The HR and Training Strategic Model: The Significance of Aligning Training Strategy
- Training's Supportive Role in Business Strategy How Are Strategic Goals Written?
- Clarifying The Purpose of Training

### Day 2

#### Creating A Targeted Training Program

- The All-New Systematic Training Cycle
- Competence: 95% of All Organizational Training Objectives
- Where Performance Training Belongs: The 5% That Changes Everything
- Significant Restrictions on Training Ten to fifteen percent of the workforce will not respond to training.
- Various Instructional Techniques: From Online to In-Person
- Creating Blended Learning and Learning Solutions
- Principles of Training Design
- Choosing The Instructor

### Day 3

#### The Method of Instruction

- New Techniques for TNA: A Strategic Approach to Using TNA to Best Achieve Organizational Goals
- Putting Organizational Goals into Practice
- Case Study Analysis: Takeaways
- Organizations and Change: What Drives Training Needs
- Adapting to Change in the Organization
- Why Do People Oppose Change?
- How Should Training Be Prioritized to Achieve the Best Value?

## Day 4

### Increasing the Training's Value

- The Trainers
- Creating Training Specifications and Partnerships with Suppliers to Get the Best Value
- Pilot Projects for Validation
- Evaluation For ROI – How to Do It? - A Useful Model
- Examining and Quantifying Return on Investment: A Case Study
- Validation of the Quality Assurance Training Process
- Tests and Assessments Are Necessary

## Day 5

### Formulating Your Instructional Approach

- Formulating The Instructional Scheme
- Making A Budget with Unit Prices
- How Service Level Agreements Are Used
- Reporting Training-Related Activities Unexpectedly
- Follow-Up Peer Network Assistance
- Taking Initiative
- Key Ideas Acquired and Individual Growth Goals