

# Overseeing and Assessing Education, Training, and Growth

Evaluating Return on Investment and Presenting the Strategic Importance of Training within Your Company

## Introduction

One cannot undervalue the role that individuals play in an organization's success. But in this fast-paced, constantly-evolving environment, how can we make sure that our people are grown correctly? Making sure that people are developed successfully, effectively, and efficiently is the primary duty of the training and learning and development function in order to optimize and guarantee organizational performance.

You will receive the necessary information and abilities from this Overseeing and Assessing Education, Training, and Growth training course to maximize the strategic value of your training and development investment. In order to establish effective systems and maximize the return on investment from your learning and development, the course will place a strong emphasis on the analysis and alignment of business objectives, competencies, and talent processes. Along with meeting the expectations of Generation Y and Generation Z through the use of integrated Learning Management Systems (LMS), you will also learn how to create a compelling business case by leveraging metrics and additional sources of strategic research. For individuals who want to manage and lead development activities more effectively and efficiently, this is a must.

### **This training session on Course N Carry will emphasize:**

- Dealing with challenges connected to the administration of the training/learning budget and “training spend”
- Ensuring that the business case for projected expenditures can be made and that suggested training and learning and development programs are pertinent
- Methodologies, techniques, and procedures for practical training evaluation
- Overseeing and directing the learning development and training department
- Crucial actions for transforming into a learning organization

## Objectives

### **Following this training session, participants will be capable of:**

- Look at how to measure and maximize return on investment for training.

- Use the methods Analysis of Training Needs
- Create and provide a business case for training that aims to achieve key company goals.
- Assemble a suitable business plan for training and advancement.
- Examine the ROI and cost-benefit of training and development initiatives.

## Training Methodology

To guarantee that the material provided is understood, comprehended, and retained to the fullest, a range of adult learning strategies will be employed in this training session on managing and measuring training, learning, and development. Case studies, practical exercises, and group and individual activities will all be part of this. Learning will be aided by conversation, direct feedback, and encouragement to evaluate the concepts put out critically. Participants are invited to explore, discuss, and debate the results and conclusions of group activities using examples from their own work in order to engage and interact with the training session.

## Organizational impacts

**Several advantages that organizations have seen with this training program include:**

- Increased emphasis on strategic growth and OD inside the company
- More productive and efficient development of professional skills
- Decreased problems with performance
- Increased employee retention
- Lower training expenses and increased productivity
- Proving ROI throughout the whole company

## Personal Impact

**The following are some specific ways that this training program will help participants learn or improve their understanding and knowledge:**

- Enhanced self-assurance in overseeing the growth function
- Greater technical and professional skills in development
- Better and more productive ways to handle
- Methods for proving return on investment in developing solutions
- Understanding how to maximize the finest development options
- A deeper comprehension of organizational development's effects

## Who should attend?

Although a wide spectrum of professionals can benefit from this Course N Carry training course, individuals who lead and manage the development function and ROI will particularly benefit from it. These benefits include:

- Human Resources (HR)
- Learning and Development (L&D)
- Education and Training
- Organisational Development (OD)
- Planning for Succession and Talent Management

## Course Outline

### Day 1

#### The Learning & Development Strategic Context

- HR planning and strategic Organizational Development (OD)
- Business Strategy: Developing Future Capabilities and Expertise
- Syncing Development with Business Goals
- How to Define Organizational Learning in Your Company
- Crucial Measures for Transforming Into a Learning Organization
- Managing Generation Z and Y Expectations for Development

### Day 2

#### Requirements for Organizational Learning and Development

- Understanding the Organisational Training / Development Cycle
- Performing an Analysis of Training and Learning Needs (TNA)
- Competencies' Significance in Organization Development
- Frameworks for Competencies, Measuring, and Assessing
- Systems and Practices for Talent Management
- OCR and Planning for Succession

### Day 3

## **Evaluating Training and Outcome Metrics**

- Levels and ROI in Assessment Models
- Why are specific, quantifiable learning objectives important?
- Comprehending and Utilizing Cost-Benefit Evaluation
- How to Measure Training Return-On-Investment (ROI)
- Specifying Metrics and Measurement Parameters
- Measuring Intangible Impacts: Cultural, Social, Other

## **Day 4**

### **Handling and Heading the Training and Learning Department**

- How to Run and Organize the L&D Department
- Quality Assurance: The Role of ISO:29993 Standards
- Elements of the Training/L&D Function's Strategic Planning
- E-learning and learning management systems (LMS)
- How Performance Appraisal and Development Fit Together
- Planning and Formulation of Budgets

## **Day 5**

### **The Business Argument for Education, Training, and Development**

- Key Factors for Powerful Business Communication
- Putting Together the Business Case for a Training Investment
- Introducing the Business Case to Important Parties
- Individualized Action Plans