PROFESSIONAL DEVELOPMENT TRAINING

Measuring Results from Training

REQUEST QUOTE

1.0 DAY COURSE

Measuring results from professional development training is not always an easy process, but it's necessary to know if your company is implementing the appropriate training programs and more importantly, getting a return from that investment. This Measuring Results from Training course teaches you the different ways to evaluate training outcomes and how to determine the tangible and intangible benefits that a training program provides to your employees.

This course includes the following: Kolb's learning styles & learning cycle, Kirkpatrick's levels of evaluation, types and uses of various evaluation tools (goal setting, tests, reactionary sheets & interviews), writing an evaluation plan, how to perform a needs assessment, identifying costs, benefits & ROI on training and much more.

This comprehensive training course is available across the U.S., including Atlanta, Austin, Baltimore, Birmingham, Boston, Charlotte, Chicago, Dallas, Houston, Jackson, Los Angeles, Manhattan, Miami, New York, Orlando, Philadelphia, San Antonio and Seattle.

What You'll Gain:

Although we all know that training can have many amazing benefits, sometimes it can be hard to prove those benefits and 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, we will learn about the different ways to evaluate training progress, and how to use those results to demonstrate the results that training brings.

Outcomes

By the end of this training course, participants will:

- Understand Kolb's learning styles & learning cycle
- Learn about Kirkpatrick's levels of evaluation

- Become familiar with the many types of evaluation tools including, goal setting, tests, reactionary sheets & interviews
- Learn when to use each type of evaluation tool
- Be able to perform a needs assessment
- Learn how to write learning objectives & link them to an evaluation
- Learn to write an evaluation plan
- Gain insight into identifying costs, benefits & ROI on training
- Develop a business case for training

Modules

Lesson 1: Getting Started
- Housekeeping Items
- Pre-Assignment Review
- Workshop Objectives
- Action Plans

Lesson 2: Assessing Learning before Training
- Workplace Observation
- Objectives Assessment
- Pre-Assignments and Pre-Tests

Lesson 3: Kolb's Learning Styles
- The Four-Stage Process
- Accommodators
- Divergers
- Convergers
- Assimilators

Lesson 4: Assessing Learning during Training
- Reviewing Learning Objectives
- Performing Hip-Pocket Assessments
- Quizzes and Tests
- Skill Assessments

Lesson 5: Kirkpatrick's Levels of Evaluation
- Overview
- Level One: Reactions
- Level Two: Learning
- Level Three: Behavior
- Level Four: Results

Lesson 6: Assessing Learning after Training
- Evaluation Timelines
- Learning Journal
- Goal Setting
- Additional Methods of Evaluation

Lesson 7: Types of Measurement Tools
- Goal Setting
- Self-Evaluations
- Peer Evaluations
- Supervisor Evaluations
- High-Level Evaluations

Lesson 8: The Long Term View
- Creating a Long Term Evaluation Plan
- Methods of Evaluation
- Documenting Lessons Learned

Lesson 9: Focusing the Training

- Performing a Needs Assessment
- Creating Learning Objectives
- Drilling Down Into Content

Lesson 10: Calculating the Return on Investment (ROI)

- A Basic ROI Formula
- Identifying and Measuring Tangible Benefits
- Identifying and Measuring Intangible Benefits
- Calculating Total Costs
- Making a Business Case

Lesson 11: Creating an Evaluation Plan

- What Will We Evaluate?
- When Will the Evaluation be completed?
- How Will We Evaluate It?
- Who Will Perform the Evaluation?

Lesson 12: Wrapping Up

- Words from the Wise
- Parking Lot
- Action Plans

Talk to our expert team

Phone:

Email: