



Training Course :

## Mastering the Training Cycle

Training Course For One Week In

Spain, Malaga

Which Be Held As Under Details :



## Abar Solutions Petroleum Consultancy Invite Your Employee To Participate With Us In Special Training Course As Under Details:

Course Name		Mastering the Training Cycle				
Code	Period	Language	Start	End	Location	Fees
TR 201	5 Days	Bilingual A / E	24/06/2019	28/06/2019	Spain, Malaga	1350 KD
			15/07/2019	19/07/2019		
			26/08/2019	30/08/2019		
			07/10/2019	11/10/2019		
			02/12/2019	06/12/2019		
** The Fees Includes : Lecturer, Training Material, Training Room With One Coffee Break Daily, Certificate Of Attendance In Last Day Training Course**						

### Seminar Overview

#### ‘What Gets Measured, Gets Managed.’ Peter Drucker

⇒ This engaging seminar will demonstrate how to embed training and development into the direct needs of the organisation’s strategy rather than as an administrative add-on. It will help HR and training specialists learn skills and techniques for looking at training and development from a business outcomes perspective rather than training as ‘a good thing to do.’ It will help specialists prioritise where effort goes to generate the greatest impact and returns to help stakeholders achieve their goals. The seminar will take a very structured approach to show how to change to an outcome-driven mindset and deliver training and development initiatives that are measurable and enable training and development specialists to be seen as real business partners.

### Seminar Objective

Specifically you will learn to:

- ⇒ Look at training and development from a business and line manager, outcomes-based, perspective.
- ⇒ Segment your customer base and adopt different techniques to identify and manage training needs.
- ⇒ Manage conflicting priorities within your internal customer base by taking commercial, fact-based decisions.
- ⇒ Answer the questions: Why are we doing this [training or development initiative]?  
What are the organisational outcomes?
- ⇒ Feel comfortable with business data to be able to identify problems and design training and development solutions that improve performance.
- ⇒ Embed the evaluation of training into the training cycle from the very first meeting with your stakeholder.
- ⇒ Assess the hidden costs of training and development quickly and sufficiently accurately to make informed decisions.
- ⇒ Feel confident in measuring benefits of training and development in financial terms

### Designed for

- ⇒ HR Professionals who need/want to master either TNA or Evaluation
- ⇒ Training Specialists who want to maximise their Training Budgets
- ⇒ Managers and Professional Specialists responsible for training budgets and who need to know what is required
- ⇒ Training Managers

- ⇒ Training Specialists
- ⇒ Training Co-ordinators
- ⇒ Training Analysts
- ⇒ Supervisors involved with Training and Development

### Seminar Outline

- ⇒ Linking Training directly to Organisational Strategy, Values and Market Position.
- ⇒ Clarifying the Role and Function of Competency Frameworks.
- ⇒ Unpicking the Challenges of Training and Development in very Technical Departments.
- ⇒ The Role of the Line Manager in Team and Individual Development.
- ⇒ The Role of Training and Development in curating Material and developing Learning Systems to support Knowledge Transfer and Develop Organisational Knowledge.
- ⇒ Deploy Systems Thinking to properly Evaluate the impact of Training and Development.
- ⇒ Practical Case Studies to Measure the ROI of a Training and Development Initiative.
- ⇒ Create a Methodology for Measuring the impact of a Delegate's Own Training and Development Initiative.

*With Best Regards From Abar Solutions Petroleum Consultancy*