



*Training Course:
The Training Analyst*

*17 - 21 March 2025
Kigali (Rwanda)*

Training Course: The Training Analyst

Training Course code: HR3053 From: 17 - 21 March 2025 Venue: Kigali (Rwanda) - Training Course Fees: 5950 € Euro

Introduction

The topic of training analysis is a new and interesting area in today's world-class training functions. This new program specifically covers all the main areas of analysis including training measurement and evaluation. Persons attending this program will have a complete set of analysis tools and many worked examples, which can be easily applied in the workplace. These tools are essential to any training function particularly if you are looking for ways to add value or contemplating becoming a profit center.

Features of this seminar include:

- Learning about the new training model for training efficiency
- Using several techniques to measure and show training results in the business
- Practice using new techniques to transform any training activity
- Learn from practices in top companies that surpass "Best Practice"
- Gain a holistic view of the entire training function

Course Objectives of Training Analyst

At the end of this program, participants will be able to

- Measure the effectiveness of training using the latest evaluation model
- Demonstrate trends and do efficiency analysis
- Set up and effectively measure any element of delivered training & be able to demonstrate training efficiency
- Measure skills, knowledge, behavior, competency, style, self-belief, attitudes, and personality
- Demonstrate how trend changes can benefit the organization
- Be able to measure competency by, department or company-wide, using specific software packages

Training Methodology

Case studies, DVDs, group exercises, and work examples will all be used in a relaxed and enjoyable learning environment. The practical nature of the program will enable engaged participants to prove the evaluation and added value of attending this program. Delegates will each prepare a presentation on training analysis during the program.

Organizational Impact of Training Analyst

- The real cost of training is very high - in today's business world every organizational activity should be measured and its contribution to the business made obviously - it is unacceptable not to be able to do proper analysis work.
- Organizations using these techniques will get more for their training spend
- It provides an efficient audit trail
- It can provide a basis for how training is funded; punished or rewarded for its results

- As this is a high ROI course the simple question is - can you afford not to do this?
- The methodologies used during this seminar will provide a good audit trail and aid in showing training contribution to the business

Personal Impact of Training Analyst

- You will find out how to analyze and evaluate - everything
- You will attain a skill that very few people currently possess
- You will be able to use the latest techniques and models that are proven
- You will be able to produce hard data on training effectiveness and individual application
- You will be able to evaluate trainer efficiency
- You will understand and know how to measure personality and its contribution to development and succession planning

Such as:

- HR personnel
- Training Managers and training personnel
- Training budget holders
- Succession planners and those responsible for people's development.

Course Outlines of Training Analyst

Day 1: The Added Value Role of Today's Training Analyst

- What value does training offer - group exercise
- The need for training to produce measurable results
- It's vital to know who your customer is
- Establishing a training process that works and is auditable -the new schema
- Mastering training costs and budgets -group exercise
- Managing and being accountable for training expenditure
- Adding value through training activities - examples
- The role of the training analyst - presentations

Day 2: How People Learn and Barriers To Learning

- Learning style and their impact on training courses
- How we can inexpensively measure learning style -demonstration
- Personality and its impact on training results -the big five explained
- What can training realistically achieve - case study and discussion
- Can you overcome learning difficulties?
- Critical times to get the best from training - more time in the classroom is not always the answer - demonstration
- Retention and its critical role in what we can remember
- Motivation factors in learning - what can we do differently?

Day 3: Specifying and Constructing Training Properly

- What are learning outcome objectives and why do we need them?
- How to write learning outcome objectives - group exercise
- The document needed for any training course -these critical documents

- Maximizing the use of visual aid and other aids
- How to calculate room size needed and screen size
- Sound and its part in aiding learning
- The benefit of using specific training videos - examples
- Use of "clipped" video sequences - examples

Day 4: Training Analysis - The Key Areas of Measurement

- Budget spent and the monitoring of costs
- Creating value from training -examples
- Understanding fully how competency frameworks work
- Setting standards for competency and measuring competency improvement
- What is performance - is it related to competency?
- Measuring improvements after training -how to do it
- Competence + performance = productivity
- Software needed to measure competence and performance - also automating TNA

Day 5: Measuring and Reporting Training Results

- Formulas needed added value and unit costs
- Maximizing but controlling training activities
- The new leadership role of training
- Dealing with uncertainty during training
- Case studies showing training success
- Should training functions be profit centers
- What is the role of end-of-course questionnaires?
- Your actions when returning to work

Registration form on the Training Course: The Training Analyst

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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

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