



*Training Course:
Linking Training to Organisational Goals*

*13 - 17 July 2026
Kigali (Rwanda)*

Training Course: Linking Training to Organisational Goals

Training Course code: HR3012 From: 13 - 17 July 2026 Venue: Kigali (Rwanda) - Training Course Fees: 6350 € Euro

Introduction

This program, designed by Global Horizon Training Center, focuses on enabling organizations to transform training from a routine activity into a **strategic performance driver**.

In a rapidly evolving business environment, sustained performance depends on continuously equipping individuals and teams with the right skills, knowledge, and behaviors. Training is no longer optional—it is a critical lever that can be directly linked to achieving organizational goals, improving productivity, and driving competitive advantage.

This highly engaging program explores how Learning & Development L&D can be aligned with business strategy, ensuring that every training initiative contributes measurable value. Participants will learn how to design focused training strategies, influence stakeholders through results, and demonstrate the return on investment ROI of training interventions.

Objectives

By the end of this program, participants will be able to:

- Describe the strategic role of training within an organization
- Transition from traditional training approaches to organizational development
- Align training initiatives with organizational goals and objectives
- Conduct effective Training Needs Analysis TNA
- Develop comprehensive and focused training strategies
- Identify and implement appropriate learning solutions
- Evaluate training effectiveness and impact
- Demonstrate the added value and ROI of training programs

Target Audience

- Training Managers and Learning & Development Professionals
- Training Coordinators and Senior Training Administrators
- Instructional Designers and Training Developers
- HR Managers and HR Professionals involved in training
- Line Managers responsible for team development
- Professionals seeking to transition into training management roles

Outlines

Day 1: Business Strategy and the Role of Training

- Introduction to training, learning, and development
- The importance of training in modern organizations
- How organizations develop business strategies
- Aligning training strategies with business objectives
- The role of training in supporting organizational performance
- Defining the training function
- Stakeholder engagement: champions and sponsors

Day 2: Developing Focused Training Solutions

- The systematic training cycle
- Defining learning and performance objectives
- Understanding personality and learning styles
- Exploring learning methods classroom, e-learning, blended learning
- Training design principles
- Selecting trainers and delivery methods
- Prioritizing training needs
- Validation and evaluation techniques

Day 3: Building the Training Strategy

- Research and analysis for TNA
- Conducting Training Needs Analysis
- Identifying internal clients and stakeholders
- Developing a structured training strategy
- Presenting training strategies effectively
- Linking training to organizational change
- Workshop: designing training for cultural transformation

Day 4: Demonstrating the Value of Training

- Internal vs. external training providers
- Building strategic partnerships with training suppliers
- Pilot programs and validation processes
- Measuring ROI of training programs
- Evaluation models and methodologies
- Quality control in training delivery
- Assessments and performance measurement tools

Day 5: Implementing and Managing Training Strategy

- Developing comprehensive training plans
- Budgeting and cost management
- Service Level Agreements SLAs in training
- Monitoring and reporting training performance
- Practical case studies and application
- Peer collaboration and idea development
- Action planning and implementation roadmap

- Personal development planning and key takeaways

Registration form on the Training Course: Linking Training to Organisational Goals

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

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