



*Conference:  
Linking Training to Organisational Goals*

*1 - 5 March 2027  
Madrid (Spain)*

## Conference: Linking Training to Organisational Goals

Conference code: CO8121 From: 1 - 5 March 2027 Venue: Madrid (Spain) - Conference Fees: 6300 € Euro

### Introduction

In order for individuals and teams to consistently perform it is essential to equip them with the skills, knowledge, and behaviors required for success. This is an ongoing challenge due to the rate of change that organizations experience. The impact and importance of training within an organization can be measured and directly linked to the achievement of organizational goals and objectives.

This exciting and engaging training course explores the critical role that people development plays in moving a business forward and in the achievement of personal, team, departmental and organizational goals and objectives. Delegates will also explore how they can develop and promote the role of the training function within their organization.

Highlights of this engaging course are:

- How to produce focussed training strategies and plans
- How to influence through results
- How to explore many options for learning
- How to get the best out of people through development
- How to demonstrate added value and ROI

### Objectives

By the end of this course delegates will be able to:

- Describe the role of training within an organization
- Plan a transition from training to organizational development
- Link training to organizational goals
- Conduct an effective training needs analysis
- Develop a training strategy
- Identify learning solutions
- Evaluate training
- Promote value-added training

### Target Audience

- Training and Development Professionals
- Learning & Development L&D Specialists
- Human Resources Professionals and HR Managers
- Organizational Development Professionals
- Training Coordinators and Training Administrators
- Talent Management and Employee Development Specialists
- Department Managers and Team Leaders responsible for staff development
- Internal Trainers and Corporate Coaches

- Professionals involved in workforce capability building and performance improvement
- Individuals seeking to develop effective training strategies, training needs analysis, and ROI measurement skills within their organizations

## Outlines

### Day 1: Business Strategy and Training

- Introduction to the course and individuals
- Objectives
- Introduction to training, development and learning
- So why do we need to train anyway
- How businesses set their strategy
- The importance of aligning training strategy
- The role of training in supporting business strategy
- Champions and sponsors
- Defining the training function

### Day 2: Developing a Focussed Training Solution

- The Systematic Training Cycle
- Learning and performance objectives
- Personality and Learning Styles
- Different learning methods - e-learning to classroom
- Developing learning solutions and blended learning
- Training design principles
- Selecting the trainer
- Prioritizing training needs
- Validation and Evaluation

### Day 3: The Training Strategy

- Research and analysis - TNA
- Training needs analysis
- Developing your customer base
- Building a training strategy
- Presenting strategy for impact
- Organizations and Change - driving the need for training
- Responding to organizational change
- Workshop - Training project to support major cultural change

### Day 4: Building the Value of Training

- The providers of training
- Developing partnerships and suppliers
- Pilot programs for Validation
- Evaluation for ROI
- Case Study - Evaluation and measuring Return on Investment
- Evaluation methods
- Evaluating what? Perceptions or reality
- Quality Control and Evaluation
- Tests and Assessments

### Day 5: Developing Your Training Strategy

- Creating the training plan
- Creating a cost budget
- The use of Service Level Agreements
- Reporting training activities against the plan
- Skills practice on personal case studies
- Peer support in developing ideas
- Post seminar peer network support
- Action planning
- Key learnings and personal development plans
- Issue of course certificates

## Registration form on the Conference: Linking Training to Organisational Goals

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

### Delegate Information

Full Name (Mr / Ms / Dr / Eng): .....  
Position: .....  
Telephone / Mobile: .....  
Personal E-Mail: .....  
Official E-Mail: .....

### Company Information

Company Name: .....  
Address: .....  
City / Country: .....

### Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng): .....  
Position: .....  
Telephone / Mobile: .....  
Personal E-Mail: .....  
Official E-Mail: .....

### Payment Method

- ☐ Please find enclosed a cheque made payable to Global Horizon
- ☐ Please invoice me
- ☐ Please invoice my company

### Easy Ways To Register

Telephone:  
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provisionally reserve your  
place.

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registration  
form to: +20233379764

E-mail to us :  
info@gh4t.com  
or training@gh4t.com

Complete & return the  
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to: Global Horizon  
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