



Return on Investment in Training

Course Outline



SPARTAN
Allied Services

Deliver Results - Create Value

Program Overview

ROI in training course is designed to facilitate the process and a means of measuring the success of a training program. Unlike other expenses, training costs represent an investment by the firm in their employees. As with any other investment, a commitment to training is directly related to the expected returns from the money invested. Assessing the value of these returns has been the subject of a large body of national and international research. Almost unanimously, studies have concluded that enterprises are interested in training as a means of securing improved workplace performance and greater profitability. Measuring these benefits, and relating them to the costs of training in a way that reveals the rate of return on a firm's training outlay (investment in human resource development), is not yet widespread among many companies. Many firms may both be aware of the significant increase in their bottom line that could occur if they were to identify and pursue the highly profitable training opportunities. Measurement of training ROI starts with defining the reasons and goals for the training determining how much the training costs and verifying the amount of return. Although the decisions of whether to axe or go ahead with training is also dependent upon external factors this course will make that decision process much easier as it will help to clarify the end goal that the organization hopes to achieve much easier as it will help to clarify the end goal that the organization hopes to achieve.

Duration

1- Day Program

Learning Objectives

At the end of this training, participants should be able to understand:

- Improve the credibility of the training function by quantifying training's worth to the organization.
- Better manage training costs and make more cost-effective decisions regarding training expenditures.
- Plan a successful strategy for implementing evaluation strategies and techniques in your organization.
- Increase training benefits by focusing more on achieving results which have worth to the organization.
- Develop effective strategies for overcoming common barriers to successful Tracking implementation.
- Collaborate with key managers during strategic points in the training and evaluation process to ensure their support and increase the likelihood of achieving desired results.
- Improve the credibility and power of the training function by becoming PROFIT instead of COST centered.

Target Audience

Training Officers, Supervisors and Managers or any professional, decision makers involved in evaluating training functions in the organization.

Program Structure and Outline

The Program is delivered using a combination of instructor-led lectures, case study and exercises on practical implementation of the concepts discussed within the training. The topics presented below are very practical and participants will be able to immediately apply these models at their workplace.

Measuring the Effectiveness of Training Program

- Four Levels of Evaluation
- Guidelines for Evaluating all four levels

Measuring 'Return on Investment' of Training

- Benefits of ROI in Training
- ROI training model
- Collecting data (pre and post training) Isolating effects of Training
- Converting data to monetary Values

Enhancing the Effectiveness and ROI of Training

- How effective is your training
- Source of Barriers to Training Transfer
- The Transfer Partnership (Trainee-Trainer-Manager)
- After Training Action Items for Mangers, Trainers and Trainees
- Analysis of the impact of Training on efficiency and Productivity
- How the many changes that can be made within a company can contribute to performance improvements and profits
- Developing a detailed implementation plan for ROI How to prove that training leads to performance.

Why Choose SAS Management Inc.

We Deliver Results

SAS Management Inc. has consistently proven its capability to deliver and exceed our clients' expectations. We are the only PEOPLECERT® Accredited Training Organization (ATO) in the Philippines. Our pool of consultants and trainers are seasoned industry veterans who have above average qualifications and certifications such as Business Management, Process Improvement, and Organizational Development Programs.

We Create Value

SAS Management Inc. believes in ensuring that our services meet the intended needs of our clients. To us, it is more than just providing training and consulting but rather ensuring that these are the things that our clients really need. This is why SAS Management Inc. is probably the only training provider that does a thorough needs assessment prior to providing a proposal. Our goal for every proposal is to CREATE VALUE for your organization.

SAS Management, Inc. is affiliated and endorsed by the following organizations:

	Key Affiliations/Accreditation	Key Partner Programs	Key Partners
 			
		   	  