



Consulting and Training | Reach New Heights

Course Name

Evaluating Training Effectiveness and Measuring ROI

Sector Name

HR Strategy and Training

Document Type

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Evaluating Training Effectiveness and Measuring ROI

Course Introduction

Training of employees and staff equips any organization to implement technologies and developments that drive efficiency. Employees are most likely to value companies that invest in their career advancement and tend to stay longer at those organizations, resulting in even more cost savings to the business. The benefits of employee development are undeniable, but measuring and maximizing the direct business impact of training isn't that easy.

This **BOOST** training course is designed to enhance participants' understanding of the evaluation, measurement, and utilization of training ROI in the company. This course will cover the concrete ways to measure training ROI and prioritize training programs in the organization to reap the benefits.

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Target Audience

This course is designed for all those who are related to the interviewing and selection process.

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Learning Objectives

- ✓ Gain a comprehensive understanding of the issues related to the evaluation of training ROI.
- ✓ Understand and implement techniques for identifying training needs
- ✓ Identify the goals of the training and be able to increase productivity and personnel performance.
- ✓ Determine the effectiveness of the organization's training program and the training itself.
- ✓ Evaluate the training method used and the use of time for the trainer and employee.
- ✓ Plan, organise, and deliver relevant training interventions.
- ✓ Demonstrate the business case for specific training interventions.

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Course Outline

✓ **01 Day One**

An Overview of the Strategic Role of Training

- ✓ The Strategic Context of Training
- ✓ The Business Case for Training Investment
- ✓ The Principles of Effective Employee Development: Training Models
- ✓ Evaluating Training
- ✓ Effective Processes for Measuring Training Return on Investment (ROI)
- ✓ The Role of Senior Managers, HR Professionals, and Line Managers in Evaluating, Measuring, and Maximizing Training ROI

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Course Outline

✓ **02 Day Two**

Aligning Training to Business Objectives: Maximizing Training ROI

- ✓ The Organizational Context
- ✓ Business Strategy: The Need for Long-term Planning for Future Skills and Competencies
- ✓ Establishing Training Needs
- ✓ Aligning Training with Business Needs
- ✓ Planning and Delivering Effective Training
- ✓ Maximising training ROI

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Course Outline

✓ **03 Day Three**

Evaluating and Measuring Training ROI

- ✓ Making the Business Case: Arguments for and Against Measuring the Cost-Effectiveness of Training
- ✓ What and How to Measure
- ✓ Identifying Appropriate Success Criteria
- ✓ Measuring the Effectiveness of Training
- ✓ Forecasting Costs and Benefits
- ✓ Calculating the Training ROI

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Course Outline

✓ **04 Day Four**

Managing the Training Process

- ✓ Identifying Effective Approaches to Training
- ✓ The roles and responsibilities of senior managers, HR professionals, line managers, and employees
- ✓ Establishing Strategic Training Objectives
- ✓ Identifying Training Objectives at the Operating and Individual Level
- ✓ Planning and Preparing Training Budgets and Implementing Training
- ✓ Internal or external training provision

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Course Outline

✓ 05 Day Five

Evaluating Training

- ✓ Determining how Training will be Evaluated: Models and Methodologies
- ✓ Purpose of Evaluation
- ✓ Levels of Evaluation
- ✓ Linking Evaluation to Training ROI
- ✓ Some Myths about Evaluation
- ✓ Group discussion: What is your organization's training plan program? How effective and cost-efficient is it?

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Dec. 21, 2026	Dec. 25, 2026	5 days	4250.00 \$	UAE , Abu Dhabi
April 25, 2027	April 29, 2027	5 days	4250.00 \$	Qatar , Doha
July 20, 2026	July 24, 2026	5 days	4950.00 \$	Spain , Madrid
Oct. 12, 2026	Oct. 16, 2026	5 days	2150.00 \$	Virtual , Online
April 5, 2027	April 9, 2027	5 days	4950.00 \$	England , London

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