

Training & Development From Strategy to Implementation



OVERALL OBJECTIVE

The **Training & Development: From Strategy to Implementation Workshop** aims to equip participants with the skills to ensure the right training and development is delivered, in the right way, at the right time, at the right investment level for maximum impact.

OUTCOMES

Participants will learn how to:

- Formulate a training and development strategy
- Position training and development in the organization
- Align the T & D strategy to the HR strategy and the organization's strategy
- Adopt an approach suited to the current and future external environment and the organization's culture
- Use T & D as a tool to positively impact the organization's culture
- Compare the organizations efforts to T & D best practice
- Plan for strategic T & D initiatives
- Include all required T & D components in learning programs
- Apply the concepts of adult learning and development
- Project manage T & D implementation
- Create and evaluation checklist for the development, design, delivery, administration, and management of T & D
- Ensure transfer of learning to workplace performance and behaviors

CONTENT

Environmental Analysis

- External factors
- Internal factors
- Organization core competence & competitive edge
- Impact on learning and development
- T & D in tough economic times and in good times

Training And Development Strategic Plan

- Why have T & D strategies?
- Alignment to HR and organization's strategy
- Establish assumptions
- Create T & D vision, mission, goals, objectives, initiatives and deliverables

Training And Development Approach Options

- Home grown vs. buy-in vs. customized
- Public vs. on site programs
- Classroom vs. on-the-job
- Mentorship
- Experiential learning

Competency Modeling as a Foundation

- What is a competency?
- Job specific competency requirements
- Individual competency assessment
- Gap analysis
- T & D implications

Training And Development Implementation Plan

- Why have company-wide T & D initiatives?
- Types and prioritization of T & D initiatives
- Create a project plan
- Deliver, monitor, and adjust a project plan
- Complete a project plan
- Accountabilities
- Integration of development into performance management
- Organizational culture development and individual development
- T & D communications
 - Awareness
 - Feedback
 - Logistics
 - Reporting on projects and results

Return on Investment

- Driving forces
- Impact required
- Measurement
- Marketing