informatech

HUMAN RESOURCES AND TRAINING | HRT-067

Measuring & Maximising Training ROI

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Course content

Why Attend

Why Attend Organizations invest significant resources in learning and development initiatives, making it essential to evaluate whether training activities deliver measurable value. This course provides participants with practical methods for aligning training with organizational goals, evaluating training effectiveness, measuring return on investment, and maximizing both financial and non-financial outcomes from development initiatives.

Course Methodology The course uses a practical and interactive methodology including presentations, workshops, group discussions, case studies, practical exercises, ROI calculations, evaluation activities, and real-world learning and development scenarios.

Course Objectives By the end of this course, participants will be able to:

- Understand the strategic value of learning and development initiatives
- Align training interventions with business objectives
- Apply methods for measuring training effectiveness and outcomes
- Calculate and interpret training return on investment (ROI)
- Develop effective learning and development strategies
- Improve evaluation and reporting processes
- Maximize organizational value from training investments

Target Audience

- HR professionals
- Learning and development specialists
- Training managers and coordinators
- Talent management professionals
- Line managers and supervisors
- Organizational development specialists

Course content

Target Audience

• Professionals responsible for workforce development initiatives

Target Competencies

• Training evaluation

• Learning and development planning

• ROI analysis

• Strategic thinking

• Performance measurement

• Budget planning

• Data analysis and reporting

• Talent development

Course outline

Day 1: Strategic Foundations of Training and Organizational Performance

• Understanding the strategic role of learning, development, and workforce capability

• Building the business case for training investments

• Exploring approaches for developing employee skills and performance

• Evaluating development initiatives and personal development planning processes

• Reviewing models used for measuring training effectiveness and return on investment

• Creating organizational support systems that strengthen learning impact

Day 2: Aligning Learning Initiatives with Business Objectives

• Understanding the relationship between training and organizational strategy

• Identifying future skills and competency requirements

Course content

Course outline

• Conducting development needs analysis effectively

• Aligning learning interventions with operational and business priorities

• Planning and implementing effective learning and development initiatives

• Maximizing broader organizational benefits beyond direct financial returns

Day 3: Measuring and Calculating Training Return on Investment

• Understanding barriers to measuring learning effectiveness

• Identifying what should be measured and selecting appropriate metrics

• Establishing meaningful performance indicators and success criteria

• Evaluating the effectiveness and impact of training activities

• Estimating costs and expected organizational benefits

• Applying methods for calculating and interpreting return on investment

Day 4: Managing and Facilitating Learning Processes

• Understanding adult learning principles and effective learning approaches

• Clarifying the responsibilities of leaders, HR professionals, and employees in development activities

• Establishing strategic learning objectives and desired outcomes

• Designing interventions at both organizational and individual levels

• Developing training budgets and resource planning approaches

• Evaluating internal and external training delivery options

Day 5: Training Evaluation and Continuous Improvement

• Reviewing different evaluation models and methodologies

• Using evaluation outcomes to improve future development initiatives

• Understanding levels of training evaluation and performance measurement approaches

Course content

Course outline

- Linking evaluation results with return on investment objectives
- Addressing common misconceptions surrounding evaluation processes
- Course review and development of action plans for implementation

Seminar dates

Available seminar dates

Live dates and pricing for Measuring & Maximising Training ROI generated from the course details page.

Date	Location	Format	Fee
Dates on request	Venue on request	Classroom	**Contact us**

Live online option	Online delivery is available at €1,850.-.