



PROVE A RETURN ON TRAINING INVESTMENT

A definitive roadmap to link training interventions to improved business performance

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Masterclass Facilitator

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HRD is increasingly expected to be accountable like other business functions. With the growth of business trends like TQM and Six-Sigma being adopted by many organisations, top management has given HRD the imperative to develop metrics to quantify training investment.

No longer can training be considered a necessary activity in which large amounts of money is poured into with no visible returns.

This two-day Masterclass will ensure that delegates leave with an understanding of how to demonstrate clear tangible benefits that have an impact on the bottom line and ways to report back to the Board about how they get maximum value for every pound spent.

Who should attend?

Professionals who develop the strategy for and/or manage an HR/HRD/Training Function – this might include: Board Directors, HRM/HRD Directors, Training Managers.

What are the benefits?

- Identify drivers to improve training return accountability
- Develop a comprehensive training evaluation plan
- Align training objectives to key business result areas
- Discover effective methods to collect data for impact studies
- Measure the total cost of training programmes
- Explore how to calculate the ROTI on your own programmes
- Learn how to effectively present ROTI results to the Board



Masterclass content

Day 1

Meeting the challenges and opportunities for measuring ROTI
Overview to the Phillip's ROI measurement model
Developing a robust evaluation strategy
Applying the Simmonds Ripples Evaluator model
Creating effective and measurable training objectives

Day 2

Choosing the correct data collection strategy
Data analysis techniques to effectively quantify ROTI
Reporting ROTI results to the Board
Conclusion to measuring ROTI and further considerations
Linking the results to wider sustainable organisational development issues

At the end of the Masterclass there will be an open discussion examining how the HRD function can better align itself to be more responsive to organisational change and how it can benchmark its systems to quality management standards as part of a continuous improvement process.

These discussions will continue in two ways (included in the price of the Masterclass)

1. On a 1:1 basis as part of the 'mentoring-at-work' package
2. Via our special online Masterclass Mastermind Network
<http://ofqt-train.ning.com/>

Cost:

This Masterclass costs £1100 per person - the price includes the 2-day face-to-face tuition AND the 3-month 'mentoring-at-work' package AND the Masterclass Mastermind Network.

How do I attend?

Complete a booking form and send with a cheque (if self-funding), request an invoice to be raised to your organisation or ask for our BACS details.

Booking forms are available from our website
<http://ofqt.com/contact/course-bookings.html>

