

# Workshop on Aligning Training and Strategy in Your Business

## INTRODUCTION

- This highly interactive 3-day workshop on Aligning Training and Strategy in Your Business will focus around the key areas required to ensure alignment of business objectives to training and development in order to ensure the success of the organisation. This workshop will look at the organisational and personal impact to creating effective development strategies, lean processes, managing Training Providers as well as how to build a case for and calculating Return On Investment (ROI) ensuring Value For Money (VFM) is achieved.
- This is an essential workshop for those who are responsible for ensuring the correct engagement and credibility of learning and development in the organisation, as well as the financial control of creating, measuring and managing training interventions.

This workshop will highlight:

- An understanding of business strategy on the organisational and personal impact on the business
- Ensuring that proposed training and development programmes are relevant to the strategic direction of the business to support efficient planned expenditure
- Reviewing lean processes and alternative organisational development methods
- Ensuring efficient value from external learning service providers: (VFM)
- The management of the training budget and potential compromises impacting on the 'training spend'
- Demonstrating that ROI has been achieved

## OBJECTIVES

At the end of this workshop, you will learn to:

- Apply techniques to identifying business training needs aligned to organisational strategy
- Review and develop alternative cost-effective methods of development within the organisation
- Review lean processes and models to achieve efficiency
- Deal with external learning service providers to ensure cost-effective development options
- Prepare and create evaluation methods to aid the management and measurement of investment (ROI) and ensure Value For Money (VFM)
- Develop and propose a business case for training to meet strategic business objectives

## TRAINING METHODOLOGY

- This highly interactive and engaging Workshop on Aligning Training and Strategy in Your Business will utilize a variety of adult learning techniques to ensure maximum understanding, comprehension and retention of the information presented. This will include highly interactive group and individual activities, targeted case studies and relevant practical exercises. This will be facilitated learning through direct input, discussion and encouragement to test and critically appraise theories, models and concepts.

## ORGANISATIONAL IMPACT

Organisations will maximise their benefit by:

- Gaining more strategically OD focused personnel
- Negotiate and manage external learning providers more effectively
- Provide solutions to organisational development deficiencies
- Pro-actively develop value for money strategies to training
- Applying lean approaches to ensure effectiveness and reduce waste
- Conduct ROI and VFM for organisational approval

## PERSONAL IMPACT

- Gain increased knowledge of strategic organisational development
- Learn cost effective ways for development initiatives
- Develop alternative ways for developing others
- Gain deeper awareness of ROI and VFM techniques
- Increase your confidence and approach when managing external providers
- Utilise techniques to ensure plans and procedures are effective and efficient

## WHO SHOULD ATTEND?

This highly interactive workshop is suitable to a wide range of professionals but will greatly benefit those who:

- Have direct responsibility for the training budget within the organisation and wish to gain greater effectiveness and efficiency in managing this
- Have a strategic overview of the business and who may also be responsible for initiating training programmes or authorizing expenditure for training and wish to gain a greater understanding of training budget formulation and ROI
- Are responsible for Human Resource / Organisational Development and the planning and delivery of training programmes at a strategic level
- Are responsible for the planning and implementation of training programs at an operational level

## Course Outline

### Aligning Training to Business Strategy

- Defining and Developing your Organisational Development Strategy
- Aligning Training and Development to Meet Business Objectives
- Sustainability of Development: Need for Long-term Planning for Future Skills and Competences
- Competency Strategy and Development
- Overview of Talent and Succession Planning
- Key Evaluation Models and their Importance in Business Alignment

### Demonstrating Efficient ROI and VFM

- LEAN Organisation and Processes
- Efficient Budget Planning, and Forecasting Strategies
- Understanding Cost / Benefit Analysis Impact
- Validating the ROI: Process and Methods
- Optimise Cost-effective Development Strategies
- Preparing a Business Case for ROI and VFM

### Optimising Effective Development and VFM

- Alternative Cost-effective Training and Development Interventions
- Maximising Internal Development Provision
- Managing the External Learning Service Provider
- Ensure Maximum VFM (Value For Money) through Powerful Negotiation
- Contractual Considerations when using External Provision