Identifying Training Needs and Preparing a Development

Identifying Training Needs and Preparing a Development

Who should attend?

- Senior L&D/HR practitioners responsible for decision making at either operational, tactical or more strategic level or those involved in the implementation of processes of learning and talent development strategies
- L&D practitioner who understands the strategic direction of the organization
- L&D managers who want to ensure that their function provides a cost effective results driven service aligned to business objectives

Course Outline:

Learning and Development Strategy

- Strategic Human Resource Development
- Elements of human resource development
- Strategies for creating a learning culture
- Organizational learning strategies
- Learning organizations strategies
- Individual learning strategies

Needs Assessment

- Training Wants vs. Training Needs
- Needs Assessment frequency
- Using needs assessment results
- Training design and delivery
- Evaluating the training

Six Sigma and DMADDI Model

- Six Sigma in the training world
- Six Sigma Model
- The Six Sigma Organization
- The DMADDI model
- Evaluation in DMADDI

Talent Management Strategy

- Talent management defined
- The process of talent management
- Developing a talent management strategy

Knowledge Management Strategies

- The process of knowledge management
- Sources and types of knowledge
- Approaches to the development of knowledge management strategies
- Strategic knowledge management issues
- Components of a knowledge management strategy