TRAINING EVALUATION
ARISTOTLE ACADEMY

Need to effectively evaluate your training and development activity?
Want to understand how to complete evaluations at all levels?
Would you like to demonstrate the value of training to your organisation?

Approach

This programme is designed for anyone wishing to measure the impact of learning, training and development in their organisation. We use the Demonstrate Effectiveness Model (DEM) to DEMonstrate the effectiveness of training, which reflects how we can practically implement an evaluation strategy and ultimately achieve a Return on Expectations (ROE).

We take a practical approach to this programme, encouraging participants to bring their own challenges to the table and work on them throughout the programme, enabling real solutions to emerge.

Key Topics

- Evaluation Strategy
- Data Collection
- Data Analysis
- Reporting
- Return On Expectation

Training Objectives

At the end of the programme, you will be able to:

1. Create your own evaluation strategy
2. Gather data to support your ultimate objectives
3. Analyse the data to determine the results of your investment
4. Calculate business impact and ROI of your investment in training
5. Produce a return on expectations (ROE) and evaluation report

Duration

Two Days

If you would like to discuss any one of our programmes
please call on +44(0)7803 299337 or email: info@craighilesconsulting.com

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Programme Schedule

Day One

Introduction & Welcome
- Programme Objectives
- Personal Objectives

Demonstrate Effectiveness Model (DEM)

Evaluation Strategy
- Design Training Objectives
- Create Your Evaluation Strategy
- Design Your Evaluation Plan

Evaluation Design Session

Data Collection
- Before Training
- During Training
- After Training

Date Collection Planning Session

Personal Action Planning
Reflection, Discussion & Action

Day Two

Welcome Back

Data Analysis
- Qualitative & Quantitative Data
- Contribution Of Training
- Calculate Return On Investment & Expectation

Data Analysis Session
- Return On Expectation
- Results / Business Impact
- Return on Investment (ROI)
- Return on Expectation (ROE)

ROE - Session

Personal Action Planning
Reflection, Discussion & Action

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