

**Training Title**

**TRAINING EFFECTIVENESS EVALUATION**

**Training Duration**

**5 days**

**Training Date**

<b>ML008</b>	<b>TRAINING EFFECTIVENESS EVALUATION</b>	<b>5</b>	<b>26 Feb – 01 March, 2024</b>	<b>\$5,500</b>	<b>Dubai, UAE</b>
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**In the below 5 star hotel as mentioned. The exact venue will be informed once finalized.**

**Training Fees**

- **\$5,500 per participant for Public Training includes Materials/Handouts, tea/coffee breaks, refreshments & Buffet Lunch**

**Training Certificate**

**Define Management Consultancy & Training Certificate of course completion will be issued to all attendees.**

**Language: English**

**TRAINING OVERVIEW**

**TRAINING DISCREPTION**

This comprehensive course will cover a range of topics related to training effectiveness evaluation, including methodologies, tools, and best practices. Participants will gain insights into the importance of measuring training outcomes, identifying key performance indicators (KPIs), and implementing strategies to enhance the overall impact of training programs.

**TRAINING OBJECTIVES**

**After completing the training, the employee will:**

- Understand the significance of training effectiveness evaluation in organizational development.
- Learn various evaluation methodologies and tools for assessing training outcomes.
- Identify key performance indicators (KPIs) to measure the success of training programs.
- Gain insights into the role of feedback and data analysis in improving training initiatives.
- Develop strategies to enhance the overall impact of training on employee performance and organizational goals.

**WHO SHOULD ATTEND?**

This course is tailored for HR professionals, training and development managers, learning specialists, and anyone responsible for designing, implementing, or overseeing training

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programs within their organizations. It is also suitable for those seeking to enhance their skills in evaluating the impact of training initiatives.

### **TRAINING METHODOLOGY**

This course combines sound engineering, operation and maintenance principles, applicable standards, and best industry practices for reliable and cost-effective process plant systems. Delegates will be encouraged to introduce problems of their own for discussion and analysis. Copies of all lecture materials, case studies, and workbooks will be provided. Group discussions will be carried out on problems faced. This training program is lecture-based and customized to the needs of the audience, providing a meaningful experience for personnel who work in petroleum plants. Daily sessions include formal presentations, prepared in PowerPoint, interspersed with directed discussions and case studies. In addition to formal lectures and discussions, the delegates will learn by active participation through the use of problem-solving exercises, group discussions, analysis of real-life case studies, etc. Many relevant videos will be shown during the training.

All attendees receive a course manual as a reference.

- 30% Lectures
- 30% Workshops and work presentation
- 20% Group Work & Practical Exercises
- 20% Videos & General Discussions

### **COURSE PROGRAM**

#### **Day 1: Introduction to Training Effectiveness Evaluation**

- Overview of training evaluation concepts
- Importance of evaluating training programs in the organizational context

#### **Day 2: Evaluation Methodologies and Models**

- Introduction to popular evaluation models (Kirkpatrick's model, Phillips' model, etc.)
- Choosing the right evaluation methodology based on organizational needs

#### **Day 3: Key Performance Indicators (KPIs) for Training**

- Identifying and defining relevant KPIs for training programs
- Establishing benchmarks and targets for KPIs

#### **Day 4: Feedback and Data Analysis**

- Collecting and analyzing qualitative and quantitative data
- Using feedback to inform improvements in training initiatives

#### **Day 5: Strategies for Enhancing Training Impact**

- Continuous improvement in training programs
- Integrating evaluation findings into the training design and delivery process

#### **NOTE:**

**Pre & Post Tests will be conducted.**

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Case Studies, Individual and group Exercises, Project works (making into groups), Role plays, Group Discussions, Last Review, and assessments will be carried out.



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