

Scandinavian Academy
Training Center

Mobile | 00966536473335 : Mobile | 00966112695229 : Phone : 00966552365295
Email | info.en@scandinavianacademy.co Web site:https://scandinavianacademy.co/en :
Riyadh - Al Khaleej District - Sheikh Abdul Aziz Bin Abdul Rahman Bin Bishr Street - 13223 - Office No. 5 | P.O.BOX : 13224

Course: Linking Training to Organisational Goals

Code	City	hotel	Start	End	price	Language - Hours
HT-474SA	Riyadh	Hotel Meeting Room	2027-01-31	2027-02-04	9950 SR	En - 25

Introduction

In order for individuals and teams to consistently perform it is essential to equip them with the skills, knowledge and behaviours required for success. This is an ongoing challenge due to the rate of change that organisations experience. The impact and importance of training within an organisation can be measured and directly linked to the achievement of organisational goals and objectives.

This exciting and engaging training course explores the critical role that people development plays in moving a business forward and in the achievement of personal, team, departmental and organisational goals and objectives. Delegates will also explore how they can develop and promote the role of the training function within their organisation.

Highlights of this engaging course are:

- How to produce focussed training strategies and plans
- How to influence through results
- How to explore many options for learning
- How to get the best out of people through development
- How to demonstrate added value and ROI

Objectives

By the end of this course delegates will be able to:

- Describe the role of training within an organisation

- Plan a transition from training to organisational development
- Link training to organisational goals
- Conduct an effective training needs analysis
- Develop a training strategy
- Identify learning solutions
- Evaluate training
- Promote value added training

Training Methodology

The seminar is based on a combination of interactive activities - group and individual exercises, case studies, skills practice and discussions - along with formal inputs. The environment will be supportive in which individuals with varying degrees of experience will be encouraged to share the approaches they currently use as well as try out new ones that they encounter on the seminar. The expert seminar facilitator will be on hand to answer any questions an individual may have and to act as a facilitator for building and applying new approaches.

Organisational Impact

Impact on the organisation from delegates attending this seminar includes:

- Enhancement of a wide range of skills and competencies
- Improved results from training within a business.
- New techniques in training strategy that are essential in developing partnership with internal clients
- Developed and convincingly submitting training plans
- More focused training and development
- Evaluation of training programmes to drive up quality and effectiveness

Personal Impact

Attendance at the seminar will result in individuals being better able to:

- Implement a wide range of strategic planning techniques in the learning and development environment
- Use enhanced interpersonal skills
- Improve their ability to make training a more critical part of a business
- Demonstrate how training budget should be seen as an investment
- Able to use different techniques and approaches for effectively working through a training strategy
- Apply new skills effectively in the workplace

Who Should Attend?

- All Training Managers and Professionals
- Training Co-ordinators
- Senior Training Administrators
- Training Designers and Developers
- Those who have a responsibility for training others
- Those who wish to move into training management
- HR Management and Professionals with an interest in training
- Line Managers with an interest in training

SEMINAR OUTLINE

DAY 1

Business Strategy and Training

- Introduction to the course and individuals
- Objectives
- Introduction to training, development and learning

- So why do we need to train anyway
- How businesses set their strategy
- The importance of aligning training strategy
- The role of training in supporting business strategy
- Champions and sponsors
- Defining the training function

DAY 2

Developing a Focussed Training Solution

- The Systematic Training Cycle
- Learning and performance objectives
- Personality and Learning Styles
- Different learning methods – e-learning to classroom
- Developing learning solutions and blended learning
- Training design principles
- Selecting the trainer
- Prioritising training needs
- Validation and Evaluation

DAY 3

The Training Strategy

- Research and analysis – TNA
- Training needs analysis
- Developing your customer base
- Building a training strategy
- Presenting strategy for impact
- Organisations and Change – driving the need for training
- Responding to organisational change

- Workshop – Training project to support major cultural change

DAY 4

Building the Value of Training

- The providers of training
- Developing partnerships and suppliers
- Pilot programmes for Validation
- Evaluation for ROI
- Case Study - Evaluation and measuring Return on Investment
- Evaluation methods
- Evaluating what? Perceptions or reality
- Quality Control and Evaluation
- Tests and Assessments

DAY 5

Developing Your Training Strategy

- Creating the training plan
- Creating a cost budget
- The use of Service Level Agreements
- Reporting training activities against plan
- Skills practice on personal case studies
- Peer support in developing ideas
- Post seminar peer network support
- Action planning
- Key learnings and personal development plans
- Issue of course certificates

The Scandinavian Academy for Training Center adopts the latest scientific and professional methodologies in training and human resource development, aiming to enhance the efficiency of individuals and organizations. Training programs are delivered through a comprehensive approach that includes:

- Theoretical lectures supported by PowerPoint presentations and visual materials (videos and short films).
- Scientific evaluation of participants before and after the program to measure progress and knowledge acquisition.
- Brainstorming sessions and practical role-playing to simulate real-life scenarios.
- Case studies tailored to align with the training content and participants work nature.
- Assessment tests conducted at the end of the program to evaluate the achievement of training objectives.

Each participant receives the training material (both theoretical and practical) in printed form and saved on a CD or flash drive. Detailed reports, including attendance records, final results, and overall program evaluations, are also provided.

Training materials are prepared professionally by a team of experts and specialists in various fields. At the end of the program, participants are awarded a professional attendance certificate, signed and accredited by the Scandinavian Academy for Training Center.

Program Timings: 9:00 AM to 2:00 PM

The program includes:

- A daily buffet provided during the sessions to ensure participants comfort.
- A closing ceremony on the final day to distribute certificates and celebrate participants achievements.
- **Note: All prices are exclusive of 15% Value Added Tax (VAT).**

Our Success Partners

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المملكة العربية السعودية - الرياض - حي الخليج - شارع الشيخ عبد العزيز بن عبد الرحمن بن بشر - 13223 - مكتب رقم 5
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