



London TDM

## HR Training Courses

**Course Venue:** United Arab Emirates - Dubai

**Course Date:** From 09 November 2025 To 13 November 2025

**Course Place:** Downtown Dubai

**Course Fees:** 5,000 USD

## Introduction

The "Training Needs Assessment and ROI" course is designed to equip professionals with the skills to identify organizational training needs and calculate the return on investment (ROI) of implemented training programs. Over five days, participants will engage in practical exercises and learn strategies to maximize training effectiveness and align it with business objectives.

## Objectives

- Understand the fundamentals of Training Needs Assessment (TNA).
- Learn to identify and prioritize training needs within an organization.
- Gain skills in designing effective training programs based on assessed needs.
- Master techniques to calculate and demonstrate ROI for training initiatives.
- Develop strategies for continuous improvement of training programs.

## Course Outlines

### Day 1: Introduction to Training Needs Assessment

- Definition and purpose of Training Needs Assessment
- Key components of an effective TNA
- Methods and tools for data collection in TNA
- Stakeholder analysis and engagement
- Case study: Successful TNA implementation

### Day 2: Identifying and Prioritizing Training Needs

- Analyzing organizational goals and performance gaps
- Techniques for identifying critical job competencies
- Prioritization criteria and methods
- Developing a training needs report
- Interactive exercise: Identifying training priorities

### Day 3: Designing Effective Training Programs

- Principles of instructional design
- Aligning training programs with business objectives
- Different learning modalities and delivery methods
- Creating measurable learning objectives
- Workshop: Designing a training program outline

### Day 4: Calculating Training ROI

- Overview of ROI calculation models and methodologies
- Data collection and analysis for ROI assessment
- Challenges and considerations in measuring training ROI
- Reporting and communicating ROI results
- Case study: Calculating ROI for a training program

## **Day 5: Strategies for Continuous Improvement**

- Feedback mechanisms and tools for ongoing assessment
- Continuous improvement frameworks and practices
- Building a culture of learning and development
- Trends and innovations in training and development
- Action plans for implementing TNA and ROI processes