

EVALUATOR PROGRAMME

Introduction

Developing great training programmes isn't just about skills analysis, it's about the context in which those skills will be applied. For example, the managers of a low-cost airline would use management skills very differently from managers of an airline offering superb customer service in return for higher fares.

Our evaluation process ensures that the context as well as the content of Management Development Programmes is analysed for maximum business impact and transfer of skills to the workplace.

What's Involved

- Our consultant will work with a small team from your organisation to gather the required evaluation data
- The team from your organisation is likely to include the HR Director, the Training Manager, the project sponsor and one or two other selected delegates
- **Stage One** — interviews with each of the team members to establish outcomes (this could include a survey to a larger number of delegates depending on project size)
- **Stage Two** — consultant-led workshops creating models of excellence against which future performance can be modelled
- **Stage Three** — evaluation reports delivered by The ROI Academy™
- **Stage Four (optional)** — license and set up of tools for ongoing in-house evaluation

Benefits

The programme will:

- identify the management skills needed to make a difference – ensuring you use training resources for maximum impact
- link management skills clearly to the context in which they will be used
- assess managers current skill levels individually and as a team – enabling you to measure the impact of the programme over time
- cover a mix of business and 'softer measures'
- create a business model for evaluating the success of your management development programme
- provide robust, credible statements of training value
- provide web-based reporting tools, easily downloaded into management reports – simplifying your reports

In addition, we will work with your L&D team to transfer many of the skills into your organisation.



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