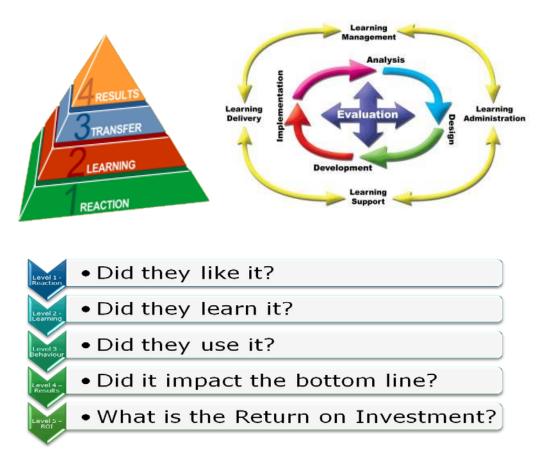
Effective CBA Planning and Template for ROI



- [2 Days Interactive Experiential Learning Workshop;~2 Hours Per Topic With Role-Plays, Case Study Report-Outs& Video Analysis]
- 1. Kirkpatrick's Model Four Levels Of Training Evaluation



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2. Kirkpatrick' s Model - Evaluating Cost Benefit Analysis & Return On Investment



what is it for? Assessing training is critical. Luckily for instructional designers, Donald Kirkpatrick developed a four level model in the late 50's to do just that. Decades have passed since and still no one has come up with a more effective method to evaluate training. That's because the Kirkpatrick model works!

REACTION

1

learners' reaction to the training

what does it measure?

how do you measure that? questionnaires after training



LEARNING what does it measure? improvement in knowledge, skills and abilities

how do you measure that? pre- and post-training testing



BEHAVIOUR*



what does it measure? capability to apply new skills, knowledge & abilities on the job

how do you measure that? testing and observation

RESULTS

what does it measure? impact of training on the business

how do you measure that? scorecard looks at impact/return (financial, customer, internal)

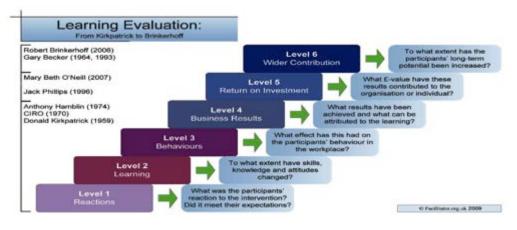
*referred to by some as "performance"

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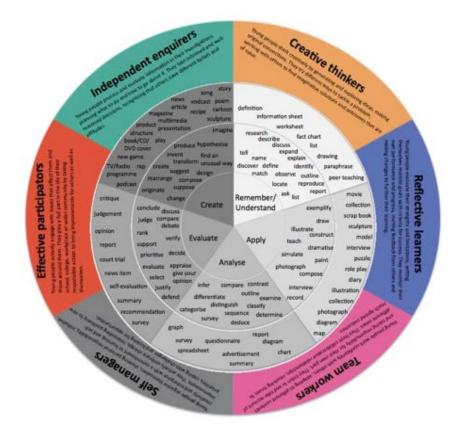
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3. Learning Evaluation - Kirkpatrick & Beyond!



4. Linking Bloom's Taxonomy To Training, Learning and Development CBA & ROI



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- 5. Linking Balanced Scorecard [BSC] Perspectives To Training CBA & ROI Learning & Growth / Internal Business Processes / Customers / Financials Perspectives Templates
- 6. Linking Centers of Competency [COC] & Communities of Practice [COP] To Training CBA & ROI Templates
- Linking Centers of Excellence [COE], Centers of Services / Products [COS/P] & Strategic Business Units
 [SBU] To Training CBA & ROI Templates
- 8. Evolving Training, Learning, Knowledge, Innovation & Transformation Continuum

Other Details:

- Payment to be made within 15 days from the date of the invoice.
- All payments must be made by cheque/online transfer etc., drawn in favour of Sieger Training Consultants Pvt. Ltd. Sieger will charge on INR basis only.
- Overseas clients will have to take care of all the training materials directly as briefed by Sieger Training. However, Sieger can procure some (which can be transited) not all, on behalf of the client but any additional charges for custom clearance has to be taken care by client only.
- Facilitators Travel & Food have to be taken care by the client
- Clients will have to arrange LCD, Speakers, Mike on their own.
- Cancellation of confirmed programmes shall be intimated one week in advance else 50% of the total charges shall be applicable.
- Client will recognize the intellectual property rights of Sieger Training and such materials are not to be copied without prior written approval of Sieger Training.
- Take all responsible steps to hold all Sieger Training copyrighted materials confidential to Client.
- Guarantee that no training will be conducted using Sieger Training concepts or material is carried out for employees of Client and Client shall not use Sieger Trainer's without the knowledge of Sieger Training Consultants (P) Limited.
- Ensure that any materials of Sieger Training supplied to internal employee(s) are retained by Client and or returned to Sieger Training in the event that the employee(s) ceases to be employed by the company;
- Ensure that no substantive modification of course design or content occurs without the prior written permission of Sieger Training, which shall not be withheld unreasonably;
- Treat this agreement as confidential and not divulge its contents to third parties;
- Inform Sieger Training of any internal procedures for the payment of invoices.

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