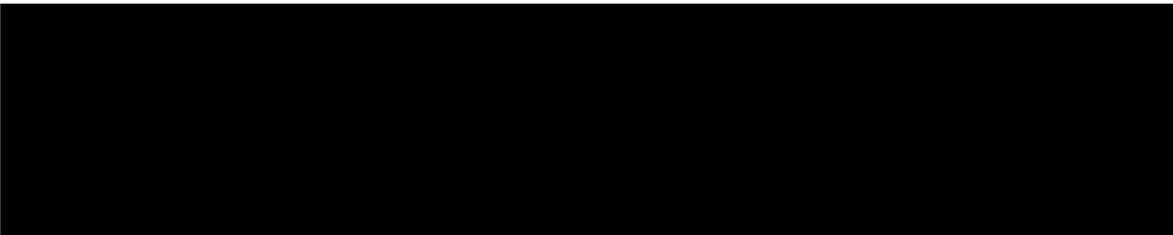


# Design Effective Training Interventions

is offered under the Content Licensing Package

## BACKGROUND



## COURSE OVERVIEW

The workshop will cover short lectures and discussions for the following topics:

- Factors which affect performance when striving towards organisation's goals.
- Identification and analysis of data for causes of performance gaps.
- Identification of possible solutions and selection of a preferred solution.
- Examination of the training needs for implementation of the selected solution.

## LEARNING OBJECTIVES

The aim of the workshop is to equip participants with the processes to analyse the contributing factors for a performance gap at the workplace before proposing alternatives to resolve the issue. The need to select a preferred solution amongst the proposed alternatives is in recognition of economic constraints or other limitations affecting the effective implementation. The selected solution is then converted to a plan for implementation.

At the end of the workshop, the participant is able to design effective training interventions by:

- Identifying causes for performance gaps.
- Identifying purpose and goal(s) for performance improvement.
- Identifying and selecting preferred solution for performance gap.
- Planning and implementing training for the selected solution.

## **LEARNING METHODOLOGY**

The workshop aims to equip participants with skills and knowledge which are relevant to their workplace so that they can apply them immediately. Besides the lectures and discussions, group activities will enable participants to apply knowledge gained to suit own organisational needs by identifying:

- Factors which affect performance when striving towards an identified organisation's goal.
- Ways to collect and analyse data for causes of performance gaps.
- Possible solutions and selection of preferred solution based on set of criteria.
- Training needs for implementation of the selected solution.

## **TARGET AUDIENCE**

Suitable for managers and trainers who are required to examine and recommend training to resolve performance issues in the organisation. The workshop will be conducted in English and it is assumed that the participants will use English when communicating workplace requirements.

## **WHAT IS CONTENT LICENSING PACKAGE?**

Content Licensing Package (CLP) is a unique content support to help company deliver their own training using ready made content. Your nominated trainer or staff member will undergo a train-the-trainer workshop and be supported with post workshop coaching sessions to enable him in delivering the training.

## **KEY TAKEAWAYS**

- 1 year licensing for ready made content on "Design Effective Training Interventions" which includes---
  - Presentation Slides;
  - Learner's Workbook; and
  - Trainer's Guide.
- One day Train-The-Trainer workshop for one pax
- 3 month post training email support
- Pre and post workshop coaching for first in-house run