Training Needs Analysis and Staff Development

Objectives
On completion of the course, participants should be able to:

- Analyze the position of a training and development function within an organization
- Determine a Training Needs Analysis
- Describe the purpose of skills auditing
- Discuss the concepts of the learning organization and organizational learning.
- Design a training or development program to address performance concerns.
- Identify when to perform a TNA.
- Develop professionalism in the training function.
- Prioritize new training requirements.
- Evaluate alternative approaches to staff development using cost benefit and cost effectiveness analyses techniques

Target Groups
- HR Managers
- Training Coordinators
- Directors
- Training Officers
- HR Consultants
- Personnel and HR Officers/Coordinators
- Newly appointed Training Consultants and advisors

Course Outline
- Management skills and principles
- General Occupational Analysis
- Training Needs Analysis
- Individual Skills Auditing
- Group Skills Auditing
- Individual Competency Gap Analysis
- Group Competency Gap Analysis
- Simple Knowledge-Based Training Analysis And Evaluation
- Assessing and Analysing Training Needs
- Benchmark your training department.
- Assess the impact of current business needs on human performance.
- Evaluate existing training.
- New Training requirements
• Identify gaps between identified needs and current training.
• Outline content for new training.
• Institutional Training Plan
• Identifying new training requirements.
• Develop an Implementation Plan.
• Preparing a budget for the implementation.
• Creating Training Schedule.
• Evaluation of Training Material
• Successful Training
• Designing an Organisational Training Program
• Carrying out the Training Needs Analysis
• Action Planning in Skills Auditing and Analysis
• Training and developing employees
• Employee Training and Development
• Designing training plans
• Knowledge Management
• Training and Development strategies
• Action planning

Dates: 01st – 12th July 2019
Cost: US$2850/delegate
Duration: 2 weeks
Venue: Harare, Zimbabwe