



Linking Training to Achieve Organizational Goals Course

7 – 11 December 2026
Kigali (Rwanda)



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Introduction

For individuals and teams to consistently perform at their highest potential, it is imperative to equip them with the requisite skills, knowledge, and behaviors, particularly in a business landscape that is constantly evolving. Training efficacy within an organization is substantially potent and can be quantitatively linked to fulfilling organizational goals and objectives.

This dynamic and interactive organizational development training course examines the pivotal role that talent development plays in advancing a company's agenda and in accomplishing personal, team, departmental, and overall organizational goals and objectives.

Participants in the organizational goals development course will explore how they can cultivate and enhance the stature of the corporate training function within their company.

Targeted Groups

- All training managers and professionals.
- Training coordinators.
- Senior training administrators.
- Training designers and developers.
- Individuals are responsible for training others.
- Aspirants looking to transition into training management.
- HR management and professionals with an interest in training.
- Line managers with an inclination toward enhancing organizational training.

Course Objectives

By the end of this organizational skills training course, attendees will be able to:

- Articulate the significance of training within an organization.
- Strategize the transition from training to more expansive organizational development.
- Closely associate training initiatives with organizational goals and objectives.
- Execute a productive training needs analysis.
- Formulate a cohesive training strategy.
- Identify a range of learning solutions.
- Assess the impact of training effectively.
- Promote training that adds significant value.
- Establish targeted training strategies and operational plans.
- Influence stakeholders through demonstrable results.
- Investigate numerous avenues for professional learning.
- Maximize employee potential through targeted development initiatives.
- Validate added value and return on investment ROI from training programs.

Targeted Competencies

At the end of this organizational goals skills training course, the target competencies will be able to develop:

- Broad spectrum strategic planning proficiencies in the learning and development framework.
- Enhanced interpersonal communication skills.
- Acumen to make training a focal point within the business paradigm.
- Perception of the training budget as a strategic investment.
- Diverse techniques and strategies for working efficiently within a training framework.
- Application of advanced skills and knowledge, pivotal in the training function.

Course Content

Unit 1: Business Strategy and Training

- Fundamental understanding of training, development, and learning.
- Evaluation of why training is a pivotal component in an organization.
- Dispensation of business strategies.
- Crucial alignment of training and business strategies.
- Contributions of training towards supporting a company strategy.
- Identification and engagement with champions and sponsors.
- Delineation of the training function parameters.

Unit 2: Developing a Focussed Training Solution

- Overview of the systematic training cycle.
- Determining learning and performance objectives.
- Exploration of personality and learning styles.
- Analysis of divergent learning modalities - from e-learning to the traditional classroom.
- Formulation of learning solutions and the effective use of blended learning.
- Principles of impactful training design.
- Selection process for training facilitators.
- Prioritization of training requisites.

Unit 3: The Training Strategy

- Research methodologies and analysis - incorporating Training Needs Analysis TNA.
- Elaboration on the development of a training needs analysis.
- Fostering your customer base within the context of training.
- Creation and propagation of an overarching training strategy.
- Persuasive presentation of the training strategy for maximum impact.
- Understanding the interconnection between organizations and change emphasizes the need for training.
- Responses to organizational changes.
- Launching training projects that bolster major cultural shifts in an organization.

Unit 4: Building The Value of Training

- Sources and providers of professional training.
- Partnership development with training suppliers.
- Implementing pilot programs for training solution validation.
- Evaluating the Return on Investment ROI for training.
- Measuring the Return on Investment ROI.
- Execution of thorough evaluation methods.
- Decision-making based on data - perceptions vs. reality.
- Ensuring quality control throughout the evaluation process.

Unit 5: Developing Your Training and Development Strategy

- Construction of inclusive training plans.
- Painting a budgetary picture for the cost of training.
- Utilization of service level agreements in training.
- Reporting on the conformance of training activities to the established plan.
- Engaging in practical skills sessions based on individual case studies.
- Cultivating peer support for the development of innovative ideas.
- Access to post-seminar peer network support.
- Elaboration on action planning for future growth.
- Summarize key learnings and set personal development plans.