MERCURY

Linking Training to Achieve Organizational Goals Skills Conference

16 – 20 November 2026
Vienna (Austria)



Dubai - UAE: +971 4 450 5697
Istanbul - Türkiye: +90 539 599 1206
Amman - Jordan: +962 79 712 3347

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Ref: 8121_1081195 **Date:** 16 – 20 November 2026 **Location:** Vienna (Austria) **Fees:** 5900 Euro

Introduction

For individuals and teams to consistently perform, they must be equipped with the skills, knowledge, and behaviors required for success. This training to organizational goals and development skills conference is an ongoing challenge due to the rate of change that organizations experience. The impact and importance of training within an organization can be measured and directly linked to achieving organizational goals and objectives.

This exciting and engaging training explores the critical role of people development in moving a business forward and in achieving personal, team, departmental, and organizational goals and objectives. Participants will also explore how they can develop and promote the role of the training function within their organization.

In the ever-evolving landscape of organizational operations, the intersection of individual capability and institutional objectives is paramount. The development of a workforce aligned with a business's strategic undertakings is not accidental but rather the outcome of meticulous planning and comprehensive organizational development training.

This training to organizational goals and development skills conference is a deep dive into the art of sculpting a training regime that not only hones the skills but also amplifies the potential of human resources to propel the organization toward its defined goals and objectives.

Aligning Training and Organizational Development

As we delve into the intricacies of organizational training and development, a pivotal aspect emerges, unifying employee growth paths with organizational goals and objectives. The meticulous crafting of strategies to achieve organizational goals becomes a top priority. Training managers and developers are hence entrusted with the critical task of formulating, executing, and evaluating plans for achieving organizational goals. Through training and development goals, we not only bolster individual competencies but also fortify the collective ethos of an organization, ultimately achieving organizational goals and objectives that define success.

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Targeted Groups

- All Training Managers and Professionals.
- Training Coordinators.
- Senior Training Administrators.
- Training Designers and Developers.
- Those who have a responsibility for training others.
- Those who wish to move into training management.
- HR Management and Professionals with an interest in training.
- Line Managers with an interest in training.

Conference Objectives

At the end of this training to organizational goals and development skills conference, participants will be able to:

- Describe the role of training within an organization.
- Plan a transition from training to organizational development.
- Link training to organizational goals.
- Conduct an effective training needs analysis.
- Develop a training strategy.
- Identify learning solutions.
- Evaluate training.
- Promote value-added training.
- Produce focused training strategies and plans.
- Influence through results.
- Explore many options for learning.
- Get the best out of people through development.
- Demonstrate added value and ROI.

Targeted Competencies

Upon the end of this training to organizational goals and development skills conference, target competencies will be able to:

- Wide range of strategic planning techniques in the learning and development environment.
- Interpersonal skills.
- Ability to make training a more critical part of a business.
- Training budget as an investment.
- Different techniques and approaches for working effectively through a training strategy.
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Applying new skills effectively in the workplace, gaining skills and knowledge few possess in the training function.

Conference Content

Unit 1: Business Strategy and Training

- Introduction to training, development, and learning.
- So why do we need training?
- How do businesses set their strategy?
- The importance of aligning training strategy.
- The role of training in supporting business strategy.
- Champions and sponsors.
- Defining the training function.

Unit 2: Developing a Focused Training Solution

- The Systematic Training Cycle.
- Learning and performance objectives.
- Personality and Learning Styles.
- Different learning methods - e-learning in the classroom.
- Developing learning solutions and blended learning.
- Training design principles.
- Selecting the trainer.
- Prioritizing training needs.
- Validation and Evaluation.

Unit 3: The Training Strategy

- Research and analysis - TNA.
- Training needs analysis.
- Developing your customer base.
- Building a training strategy.
- Presenting strategy for impact.
- Organizations and change - driving the need for training.
- Responding to organizational change.
- Training project to support major cultural change.

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Unit 4: Building The Value of Training

- The providers of training.
- Developing partnerships and suppliers.
- Pilot programs for Validation.
- Evaluation for ROI.
- Evaluation and measuring Return on Investment.
- Evaluation methods.
- Evaluating what? Perceptions or reality.
- Quality Control and Evaluation.

Unit 5: Developing Your Training Strategy

- Creating the training plan.
- Creating a cost budget.
- The use of Service Level Agreements.
- Reporting training activities against the plan.
- Skills practice on personal case studies.
- Peer support in developing ideas.
- Post-seminar peer network support.
- Action planning.
- Key learnings and personal development plans.