MERCURY

Optimizing Learning Impact Through Strategic ROI Training Analysis

7 – 18 December 2026
Brussels (Belgium)



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

Optimizing Learning Impact Through Strategic ROI Training Analysis

Ref: 3047_269044 **Date:** 7 – 18 December 2026 **Location:** Brussels (Belgium) **Fees:** 9500 Euro

Introduction

Welcome to the dynamic and insightful course on Optimizing Learning Impact: Strategic Training Analysis and ROI Maximization. This course equips you with the tools and knowledge to maximize ROI in strategic training efforts.

You'll understand how to improve ROI and gain insights into ROI analytics for training programs. The strategic ROI training analysis course will equip you with the skills and strategies for impact ROI and ROI optimization in corporate training.

Organizations that invest wisely in training and development in today's competitive landscape gain a significant advantage. This strategic ROI training analysis course equips you with the tools and knowledge needed to design and deliver practical training and demonstrate your effort's impact and value through ROI analysis. Join us on this transformative journey towards Optimizing Learning Impact and becoming a strategic training leader in your organization. Enroll now to unlock the full potential of your training initiatives and drive success for yourself and your organization.

This strategic ROI training analysis course is your gateway to becoming a strategic training and development expert. We will explore the intricacies of designing and implementing training programs that align with organizational goals and deliver tangible results.

You will gain insights into assessing training needs, selecting appropriate delivery methods, and evaluating the impact of your initiatives on both individuals and the bottom line. By the end of this strategic ROI training analysis course, you will be well-equipped to drive meaningful change within your organization through optimized learning experiences.

Targeted Groups

- Human resource professionals.
- Learning and development managers.
- Training coordinators.
- Organizational development specialists.
- Talent management professionals.
- Managers and leaders are responsible for employee development.
- This strategic ROI training analysis course is for anyone interested in learning ROI and ROI for training programs.

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

Course Objectives

Upon completion of this ROI certification course, you will:

- Understand the strategic importance of training and its impact on organizational performance.
- Identify training needs through comprehensive analysis and needs assessment.
- Design and develop effective training programs tailored to specific objectives and audiences.
- Implement various training delivery methods and technologies for ROI development.
- Evaluate training impact using key performance indicators KPIs and ROI data analysis.
- Calculate and maximize ROI for training programs through the benefits of ROI analysis.
- Develop continuous improvement and adaptation strategies in training, leading to program ROI.
- Utilize real-world case studies and best practices in ROI and strategic analysis training.

Course Outline

Unit 1: New Approaches to Training Needs Analysis

- Introduction and course objectives.
- Exploring alternative options to TNA - "Johnsonville Foods" case study.
- The four quadrant model of TNA.
- Utilizing a training schema for establishing a comprehensive training process and rules.
- Identifying the customer's needs: Resolving conflicting priorities.
- Implementing a coding system for classifying training.
- Corporate influence on the TNA process.
- Case study: Analyzing organizational change on a global scale.

Unit 2: Departmental and Team Needs

- Understanding specific departmental requirements in alignment with annual operating plans.
- Speeding up action from identification to implementation.
- Case study: Empowering self-directed teams - activity, FFS, and DVD.
- Challenges posed by departmental requirements.
- TNA for teams - addressing specialized needs.
- Leveraging the "Adair" model in TNA.

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

Unit 3: Individual Needs, Prioritization, and Training Unit Costs

- Identifying individual training needs.
- Expanding beyond traditional training approaches.
- Streamlining training priorities.
- Proficiency in competency development and mastery.
- Utilizing cutting-edge software to simplify and reduce TNA errors.
- Grasping unit costs and budgets.
- Collaborative budget construction in under 20 Minutes - activity.

Unit 4: Mastering the Evaluation Process

- Distinguishing validation from evaluation.
- Comprehensive analysis of contemporary models.
- Deconstructing the evaluation process.
- Implementing effective training evaluation.
- The evaluation formula: A step-by-step guide.
- Selecting training for evaluation.

Unit 5: Practical Examples of Evaluation

- Case study one: Skills evaluation.
- Case study two: Telephone sales training evaluation.
- Ensuring accountability of the training department.
- Is comprehensive evaluation necessary for all training programs?
- Preparing back-at-work presentations.

Unit 6: The Added Value Role of Today's Training Analyst

- Assessing the value proposition of training.
- The imperative of measurable outcomes in training.
- Identifying the key stakeholders and understanding their needs.
- Establishing an auditable training process.
- Proficiency in managing and accounting for training expenditures.
- Enhancing training activities with real-world examples.
- The role and responsibilities of a training analyst - presentations.

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

MERCURY

Unit 7: Understanding Learning Styles and Overcoming Learning Barriers

- Analyzing learning styles.
- Economical learning style assessment - practical demonstration.
- Evaluating the impact of personality on training outcomes.
- Strategies for addressing learning difficulties.
- Optimal timing for effective learning.
- The crucial role of retention in memory.
- Motivational factors in learning: innovative approaches.

Unit 8: Specifying and Constructing Training Effectively

- Understanding the significance of learning outcome objectives.
- Crafting effective learning outcome objectives.
- Essential documents for every training course.
- Maximizing the impact of visual aids and supplementary materials.
- Calculating required room and screen sizes accurately.
- Sound's contribution to enhanced learning.
- Leveraging training videos for specific learning outcomes - illustrated with examples.
- Effective use of clipped video sequences - demonstrated instances.

Unit 9: Training Analysis - Key Areas of Measurement

- Monitoring budget expenditure and cost control.
- Generating value from training.
- Establishing competency standards and measuring progress.
- Relating performance to competency: A crucial connection.
- Measuring post-training improvements.
- Equating competence with performance for enhanced productivity.
- Implementing competence and performance measurement software.

Unit 10: Measuring and Reporting Training Results

- Utilizing formulas for value enhancement and calculating unit costs.
- Maximizing the impact of training activities while maintaining control.
- The evolving leadership role of training departments.
- Adapting to uncertainty during training processes.
- Showcasing training success through engaging case studies.
- Debating the concept of training functions as profit centers.
- The role of end-of-course questionnaires: purpose and implementation.
- Application of learning to the workplace.

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

Unit 11: Training, Learning and Development

- Career management and growth opportunities.
- Personal development strategies.
- The power of coaching and mentoring.
- Exploring e-learning as a modern learning paradigm.
- Impact of flat organizational structures and empowered teams on learning and development.
- Self-initiated personal development initiatives.
- Leveraging 360-degree feedback for holistic development.

Unit 12: Revisiting the Added Value Role of the Training Analyst

- Reevaluating the value proposition of training.
- The imperative of measurable outcomes in training.
- Identifying key stakeholders and meeting their needs.
- Establishing an auditable training process. Mastery in managing and accounting for training expenditures.
- Adding value through training activities - illustrated with examples.
- Redefining the role and responsibilities of a training analyst - presentations.