

Training Needs Analysis

Kigali (Rwanda)

13 - 17 January 2025

UK Training

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Training Needs Analysis

Code: HR28 From: 13 - 17 January 2025 City: Kigali (Rwanda) Fees: 3300 Pound

Introduction

Welcome to the Training Needs Analysis TNA course—a strategic compass for optimizing organizational performance through targeted training. Throughout this program, we'll dive deep into the art of assessing, interpreting, and applying insights to craft tailored training strategies that drive success. Get ready to uncover the power of TNA in shaping effective learning initiatives aligned with organizational goals.

Objectives

- Clarify the concept of Training Needs Analysis
- Equip participants with the skills to conduct effective TNAs.
- Understand the various methodologies and tools for TNA.
- Apply TNA findings to develop tailored training programs.
- Enable participants to address challenges in conducting TNAs.

Course outlines

Day 1

Understanding Training Needs Analysis

1. Definition and scope of Training Needs Analysis
2. Types of training needs: Organizational, job/task, individual
3. Importance of aligning training with organizational goals

A graphic of a chessboard with several chess pieces (a king, a pawn, and a knight) on it, set against a background of concentric circles. The text 'UK Training PARTNER' is overlaid on the right side of the chessboard.

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4. Introduction to TNA methodologies and approaches
5. Case studies and group discussions on real-world TNA scenarios

Day 2

Conducting Training Needs Assessment

1. Data collection methods: surveys, interviews, observations
2. Analysing and interpreting TNA data
3. Identifying skill gaps and performance deficiencies
4. Prioritizing training needs based on organizational priorities.
5. Practical exercises on conducting a mock TNA process.

Day 3

Designing TNA Tools and Techniques

1. Developing TNA questionnaires and surveys
2. Interview techniques for gathering TNA information.
3. Utilizing technology in TNA: software, analytics tools
4. Best practices in designing TNA methodologies.
5. Workshop session: Creating customized TNA tools.

Day 4

Applying TNA Findings

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1. Translating TNA results into actionable training plans
2. Creating training objectives based on TNA outcomes.
3. Designing effective training programs and modules
4. Budgeting and resource allocation for training initiatives
5. Group activity: Drafting a training plan based on TNA findings.

Day 5

Evaluating and Improving TNA Process

1. Assessing the effectiveness of TNA outcomes
2. Feedback mechanisms for continuous improvement
3. Strategies for adapting TNA to changing organizational needs.
4. Addressing challenges and overcoming barriers in TNA
5. Final project presentations and feedback sessions

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