

Evaluating Training ROI

Milan (Italy)

18 - 22 January 2027

UK Training

PARTNER



Evaluating Training ROI

Code: HR32 From: 18 - 22 January 2027 City: Milan (Italy) Fees: 5200 Pound

Introduction

Training is one of the most significant investments organizations make to enhance workforce capabilities, but the real challenge lies in measuring its value. Evaluating Training ROI enables leaders to assess the tangible and intangible outcomes of learning initiatives, ensuring alignment with organizational objectives. This evaluation goes beyond financial metrics—it includes productivity improvements, quality enhancements, and employee engagement.

This course is designed for executives, team leaders, and professionals who aim to build effective training evaluation systems, apply advanced measurement tools, and ensure that training investments deliver sustainable organizational value.

Course Objectives

- Understand the fundamentals of training ROI evaluation.
- Apply global models for measuring training effectiveness.
- Analyze the direct and indirect impact of training on organizational performance.
- Design and use key performance indicators for training outcomes.
- Calculate financial ROI by comparing training costs with realized benefits.
- Use data-driven insights to create clear reports for senior management.
- Examine case studies of successful ROI evaluation.
- Develop strategies to improve the efficiency of future training programs.

Course Outlines

Day One: Introduction to Training ROI

- Definition and importance of ROI in training.
- Distinguishing between traditional training evaluation and ROI measurement.
- Overview of global evaluation frameworks.
- Key factors influencing ROI measurement success.
- Practical examples from organizational practices.
- Group activity: setting ROI evaluation objectives.

Day Two: Tools and Models for Measurement

- The Kirkpatrick model of training evaluation.
- Phillips' ROI methodology for financial analysis.
- Data collection tools: surveys, interviews, and observations.
- Workshop: designing an evaluation tool.
- Advantages and limitations of different models.
- Planning for practical application in the workplace.

A graphic of a chessboard with several chess pieces. In the foreground, there are three pieces: a silver pawn, a silver knight, and a gold king. The king is the largest and most prominent piece. The text 'UK Training PARTNER' is overlaid on the right side of the chessboard.

UK Training
PARTNER

Day Three: Data Analysis and Linking to Results

- Quantitative and qualitative data analysis methods.
- Connecting training outcomes to organizational KPIs.
- Measuring productivity, quality, and behavioral changes.
- Identifying indirect benefits of training initiatives.
- Hands-on practice in analyzing sample datasets.
- Review of successful case studies.

Day Four: Designing KPIs and Reports

- Developing performance indicators for training programs.
- Preparing professional reports for senior executives.
- Translating data into actionable insights.
- Visualization tools for presenting results effectively.
- Group activity: building a KPI dashboard.
- Addressing challenges in report presentation.

Day Five: Roadmap and Final Assessment

- Comprehensive review of course concepts and tools.
- Evaluation of participant-designed initiatives.
- Creating a roadmap for continuous training improvement.
- Strategies to strengthen the role of training in organizational strategy.
- Sharing lessons learned from group exercises.
- Closing evaluation and individual feedback.

Why Attend this Course? Wins & Losses!

- Gain hands-on tools for evaluating training ROI.
- Maximize efficiency of training budgets.
- Strengthen the link between training and organizational performance.
- Master global ROI frameworks and methodologies.
- Build professional reporting skills for executives.
- Establish reliable KPIs for training outcomes.
- Increase awareness of training value across the organization.
- Position HR and L&D as strategic drivers of success.

Conclusion

Evaluating Training ROI is a strategic approach that ensures training delivers measurable value. It covers not only financial outcomes but also the broader impact on organizational growth, employee performance, and workplace culture. Participants in this course will gain the ability to design evaluation frameworks, apply advanced analysis tools, and prepare executive-level reports. By embedding ROI evaluation into learning strategies, organizations can transform training into a high-return investment that drives sustainable success.

A graphic of a chessboard with several chess pieces. In the foreground, a large gold king piece stands on a white square. To its left, a silver pawn and a silver knight are on white squares. Further back, a silver pawn is on a white square. The text 'UK Training' is in a small, black, sans-serif font, and 'PARTNER' is in a large, bold, black, sans-serif font, both positioned above the chess pieces.

UK Training
PARTNER

Blackbird Training Clients

 MANNAI CORPORATION MANNAI Trading Company WLL, Qatar	 GAC UNE FILIALE D' EGA Alumina Corporation Guinea	 Booking.com Booking.com Netherlands	 OXFAM Oxfam GB International Organization, Yemen	 Capital Markets Authority Kuwait
 Waltersmith Waltersmith Petroman Oil Limited Nigeria	 QNB Qatar National Bank (QNB), Qatar	 Qatar Foundation Qatar	 AFRICAN UNION ADVISORY BOARD ON CORRUPTION Tanzania	 KFAS KFS Kuwait
 Reserve Bank of Malawi Malawi	 Central Bank of Nigeria Nigeria	 Ministry of Interior Kingdom of Saudi Arabia KSA	 Mabruk Oil Company Libya	 Saudi Electricity Company KSA
 BPKH Badan Pengelola Keuangan Haji BADAN PENGELOLA KEUANGAN Haji, Indonesia	 NATO Italy	 ENI ENI CORPORATE UNIVERSITY, Italy	 GULF BANK Gulf Bank Kuwait	 General Organization for Social Insurance KSA
 Defence Space Administration Nigeria	 National Industries Group (Holding) Kuwait	 Hamad Medical Corporation Qatar	 USAID Pakistan	 STC STC Solutions, KSA
 North Oil Company North Oil company,	 EKO Electricity EKO Electricity	 OMAN BROADBAND Oman Broadband	 UNITED NATIONS UN.	 Authority for Electricity Regulation, Oman Authority for

UK Training
PARTNER

Blackbird Training Categories

Management & Admin

Entertainment & Leisure
Professional Skills
Finance, Accounting, Budgeting
Media & Public Relations
Project Management
Human Resources
Audit & Quality Assurance
Marketing, Sales, Customer Service
Secretary & Admin
Supply Chain & Logistics
Management & Leadership
Agile and Elevation

Technical Courses

Artificial Intelligence (AI)
Sustainability, ESG & Corporate Responsibility
Advanced Courses
Hospital Management
Public Sector
Special Workshops
Oil & Gas Engineering
Telecom Engineering
IT & IT Engineering
Health & Safety
Law and Contract Management
Customs & Safety
Aviation
C-Suite Training