BLACKBIRD FOR TRAINING

Human Resources and Talent Development: Training Analyst and HR Strategic

7 – 11 December 2026
Düsseldorf (Germany)



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Introduction

In today's competitive business landscape, companies are under constant pressure to manage costs effectively while enhancing employee performance. For training and talent development departments, the challenge lies in demonstrating a measurable impact on the organization's bottom line. The key to success is a thorough training needs analysis, followed by comprehensive evaluation to assess the effectiveness and return on investment ROI of training programs. This course focuses on the principles and techniques of training analysis, equipping professionals with the tools needed to enhance their training initiatives and contribute significantly to human resources and talent development strategies.

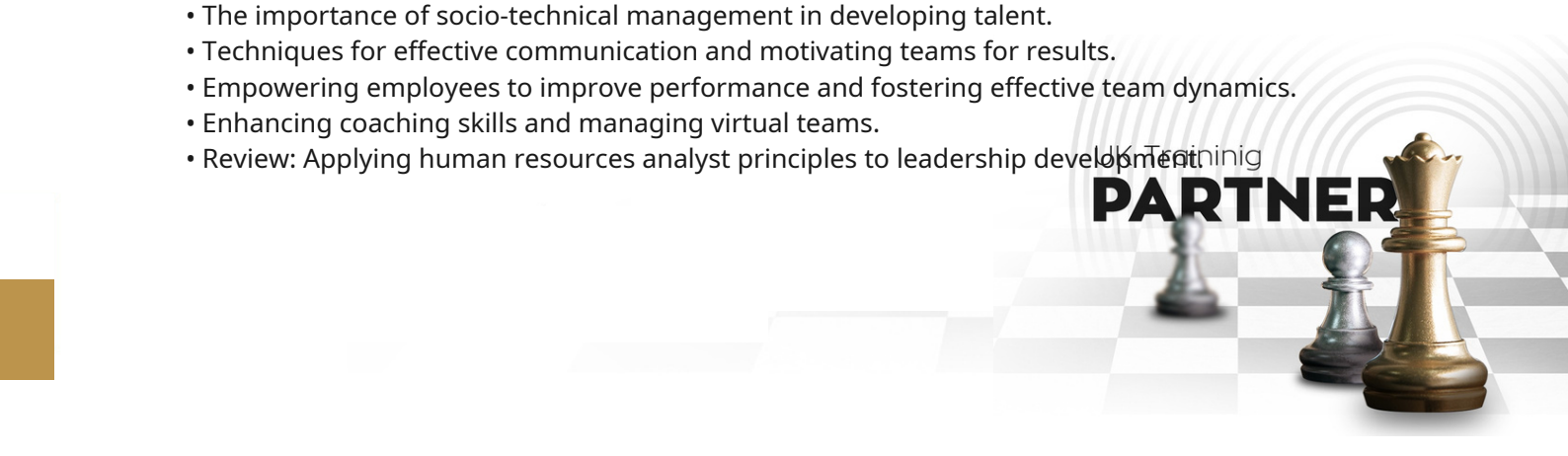
Course Objectives

- Understand and apply best management practices to optimize training outcomes.
- Analyze training needs within the broader training cycle, ensuring strategic alignment with organizational goals.
- Learn different models for conducting training needs analysis and apply them in your role as a talent and development specialist.
- Enhance your ability to conduct skills analyses, such as critical incident analysis, environmental scanning, and hierarchical task analysis.
- Understand competencies and their relationship to talent development, particularly in leadership and high-demand skills.
- Recognize the importance of evaluation in measuring the success of training programs and justifying investments in talent development.
- Conduct training evaluations at various levels to assess immediate learning outcomes and long-term organizational impact.
- Create a comprehensive action plan for implementing these strategies in your organization.

Course Outlines

Day 1: People Management and Leading Teams

- The importance of socio-technical management in developing talent.
- Techniques for effective communication and motivating teams for results.
- Empowering employees to improve performance and fostering effective team dynamics.
- Enhancing coaching skills and managing virtual teams.
- Review: Applying human resources analyst principles to leadership development.



Day 2: Strategic Planning and Negotiating for Results

- Analyzing the strategic planning process and achieving competitive advantage.
- Utilizing SWOT analysis for effective talent development strategies.
- Focusing on vision and mission, and understanding the importance of contingency planning.
- Developing negotiation strategies and their impact on developing leadership talent.
- Review: Strategic success and failure in global talent development.

Day 3: Operational Excellence and Introduction to Training Analysis

- Lessons from top-performing companies in talent development solutions.
- Benchmarking and fostering employee commitment to drive organizational success.
- Introduction to the five key areas of training activities and cost efficiency.
- Establishing unit costs for analysis and ensuring inclusive talent development.
- Review: Evaluating the effectiveness of operational training delivery.

Day 4: Training Delivery, Evaluation, and Trend Analysis

- Applying a 10-step process for effective training delivery and evaluation.
- Understanding evaluation methods for training materials, delivery, and participants.
- Identifying trends in digital talent development and their impact on the future of training.
- Practical group exercises and case studies to assess the effectiveness of in-house vs. external training.
- Review: Analyzing the evolving landscape of talent development training.

Day 5: Evaluation Process and Applying Analysis Techniques

- What would improve training effectiveness? A deep dive into pedagogical vs. andragogical methods.
- The role of testing and management accountability in evaluating training success.
- The importance of competencies and their impact on overall talent development strategy.
- Understanding the human resource analyst certification process and preparing for it.
- Applying learned analysis techniques to future talent development efforts.
- Review: Best practices for developing analytic talent and enhancing leadership potential.

Why Attend This Course: Wins & Losses!

- Master talent development strategies and best practices to enhance organizational performance.
- Gain hands-on experience in human resources analysis and training program evaluation.
- Enhance your ability to develop leadership talent and build high-performing teams.
- Prepare for talent development certification through comprehensive training and practical applications.
- Understand the definition of talent development and how to integrate it into human resources strategies.
- Identify future trends in digital talent development and their influence on training strategies.
- Apply advanced talent analysis techniques to ensure sustained organizational success.



Conclusion

This course is an essential resource for professionals pursuing careers in human resources and talent development, including talent development specialists and managers. It provides a strategic approach to evaluating training needs, delivering impactful learning experiences, and assessing training outcomes effectively. By mastering these skills, you'll be better equipped to develop leadership talent, build high-performing teams, and ensure your organization's talent development initiatives contribute significantly to business success.

Join us to become a leader in human resources analysis and talent development, and elevate your skills to the next level!

