

The **Certified Learning & Development Manager** program, of Carlton Advanced Management Institute, USA, done in India in association with Middle Earth Consultants. There is a significant relationship between the effective training and guidance provided by the line managers, supervisors and trainers and the levels of employee satisfaction, commitment and motivation. Training is one of the processes by which the objective of an organization is achieved. Training is commonly used and has a wide variety of connotations depending on one's experience and background. The learning manager of the organization needs to know how to identify the need of the training, plan and organize the process of training that will be most efficient to meet the requirement. Today's L&D manager faces tough challenges to get buy in, show effectiveness through training metrics. This workshop helps you identify a wide range of training needs based on the paradigm of learner and creates a climate that supports effective learning.

Course Overview

MODULE: 1 Competency Basics and Competency Mapping

- What is competency
- Competency iceberg model -
- Why competencies, Classification of competencies – functional, behavioral, threshold, differentiating
- Measuring Competency using BARS
- Creating competency maps using JEA, critical incident method etc
- Quan competence framework

MODULE: 2 Competency Assessment

- Competency assessment through cognitive ability tests, biodata instruments, structured interviews, job knowledge tests, diagnostic and promotion tests
- Gilbert's model for individual diagnosis through internal and environmental variables
- Training needs analysis through BARS and Competency mapping, Peer Reviews, Self Reviews, upward assessment, 360 degree feedback
- What are assessment centers
- Types of assessment center techniques including psychometric tests, in-tray exercises, role-plays, written exercises etc.
- Steps in creating an assessment center like creating competency maps, identifying game matrix, creating evidence formats

MODULE: 3 Training Design

- Training design steps – setting of goals and objectives, selecting correct mode of training
- Setting learning goals – affective, behavioral and cognitive
- What are objectives – Specific, Measurable, Achievable, Relevant, Time-bound
- Bloom's taxonomy of learning, Specifying objectives, Assess modes
- 8 Key aspects of a good design – moderate level of content, balance between ABC learning etc.
- David Kolb's learning styles model – concrete experience, reflective experience, abstract conceptualization, active experimentation

MODULE: 4 Training Evaluation and ROI

- Training evaluation and follow-up – Proving, learning, improving, controlling
- Four levels of Kirkpatrick training evaluation process – reaction, learning, behavior, results, Reaction level – evaluation of the program
- Tests construction, Action planning- level 3 assessment, Producing the action plan
- Assessing the ROI of training & Costs in calculating ROI – Promotional costs, administration costs, faculty costs, student costs, evaluation costs
- Sample measures including total assets, training investment per person, value added per employee, motivation index

MODULE: 5 Management Buy In

- Perceptual ladder
- Buy in model through metrics like Human Capital Readiness Index, RATER Model

By attending this Workshop you will learn:

- Learn Competency Iceberg Model for pinpointing skills and traits
- To develop competency maps and behaviorally anchored rating systems to plan structured and scientific training in your organization
- Understand how BARS can be used for valid competency assessment
- Conduct competency based TNA for accurate training scheduling
- Learn Gilbert's model for individual diagnosis for performance consulting
- Learn 8 key aspects of good design
- Learn how to calculate human capital readiness indices – globally used to measure strategic impact of L&D
- Learn Bloom's taxonomy of learning
- Learn how to calculate the ROI measurements – today validated by Jack Phillips as one of the best ways to measure training effectiveness
- Learn how to creating L&D metrics and get management buy in to training

Unique Benefits to the participants:

- Get a comprehensive, information packed courseware during the program and for back home use
- Learn from the industry experts who have a vast experience in the area of learning and development
- Network with other professionals with same background and interest
- Brand yourself as a certified learning and development manager
- Your satisfaction is guaranteed

Who Should Attend the Program?

HR professionals, managers line supervisors and trainers

CAMI Certificate

Certificate will be given by Carlton Advanced Management Institute (CAMI), USA

Certification Process With Time Lines

Step 1 : Training – 2 days (9.00 am – 6.00 pm)

Step 2 : Project completion (24 hrs work)

Step 3 : Project Soft Copy Submission (within 60 days from program)

Step 4 : Certification & Evaluation process – 5 weeks after submission of project

The assessment would be done based on step 3 by an internal evaluator. An Extern Evaluator appointed by CAMI would verify

Fees Per Participation

INR. 30000

For Registrations and More Information Contact :

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For Upcoming Events Visit : <http://acelearnquest.com/event.php>