



Evaluating Returns on Training Investment

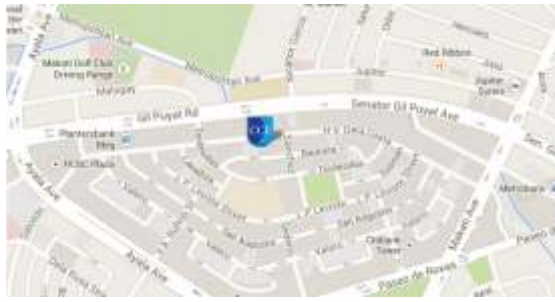
Empowered Trainer's Development Program Series

Package inclusions:

- Program fee
- Training kit
- AM/PM snacks
- Lunch
- Certificate of course completion

Venue:

Ateneo de Manila University - Salcedo Campus
 3/F Ateneo Professional Schools Bldg.
 130 H.V. Dela Costa St., Salcedo Village,
 Makati City, Philippines



DATES

October 16 - 17, 2019
 Wednesday - Thursday
 8:30 am - 4:30 pm

PROGRAM FEE

Php 11,800.00 (Early Eagle Rate until Oct. 2)
 Php 12,800.00 (Regular Rate)

HOW TO REGISTER Online

www.cce.ateneo.edu

Email

sales.cce@ateneo.edu

Call

(+632) 840.2770

Schedules and prices may change without prior notice.



CUSTOMIZED PROGRAMS

We offer companies our tradition of service and excellence through customized programs fit for special organizational needs.
Call us and lead the change!

Accreditations:



Member:



Follow us:



cce.ateneo.edu

August 16, 2019



ATENEO DE MANILA UNIVERSITY
 GRADUATE SCHOOL OF BUSINESS



human resources management

Evaluating Returns on Training Investment

Empowered Trainer's Development Program Series

 CENTER FOR CONTINUING EDUCATION

One of the constant questions of management is, "How much is the return on the training expenses?" Responses like, "it has improved production or morale" is acceptable unless the savings or increase are clearly evaluated and presented to management. If done properly, training will not be an expense, but a profit center.

This program will assist trainers to respond to the following queries:

1. To what extent are the participants satisfied as customers?
2. To what extent have the participants learned the information or skills?
3. To what extent has their behavior changed as a result of attending the course?
4. Did the training pay off? How much?
5. How do the trainees apply their learning constantly or as a way of life?

Evaluating Returns on Training Investment

Empowered Trainer's Development Program Series

objectives

After the course, you will:

1. Explain the critical elements of an evaluation framework;
2. Design and interpret results of reaction, learning, behavior, and results of evaluation;
3. Identify appropriate strategies to make the learning a way of life; and
4. Calculate returns of training investment using appropriate measures.

who should attend

The program is designed for training and organizational development specialists, entry level training officers, managers and supervisors who are directly involved in staff and/or unit development, and to non-HR persons who need to learn and understand training functions and processes.



resource person



MR. ARMANDO T. BONGCO, JR. is a Professional Management and Organization Development Consultant specializing in leadership supervisory and management development, strategic planning, performance management, coaching and counseling, training and development, human resource for line leaders, and organization transformation.

He was a Consultant and HRDG Manager of United Laboratories, Inc., Senior Manager for Organization Development and Training Manpower Department of First Holdings Group of Companies, Head for Manpower Training and Development Department of the Human Resources Division of Ayala Group of Companies, and Staff Planning Assistant for the Human Resources Division- San Miguel Corporation.

Mr. Bongco was trained and certified as an official instructor for Problem-Solving and Decision-Making Program by Kepner and Tregoe, Inc., Interaction Management by Development Dimension International, Inc., and Problem Solving and Decision Making by Decision Processes, Inc. He participated and completed numerous seminars conducted by leading foreign and domestic consultancy firms in various areas of HRM.

program content

- I. **Introduction and Rationale**
 - A. Review of training cycle (Kirkpatrick & Wade)
 - B. Need for training evaluation
- II. **Principles and Characteristics of an Evaluation**
- III. **Four Levels of Evaluation**
 - A. Reaction: Customer satisfaction
 - B. Learning: Level of skill or knowledge
 - C. Behavior: Application of learning
 - D. Results: Pay-off or return on training investment
 - E. Practicum: Design of reaction and behavior evaluation instruments
- IV. **Measurement of Business-Focused Results**
 - A. Kinds of results
 - B. Measurement of organizational impact
 - C. Selecting impact measurements
 - D. Calculating ROTI
- V. **Strategies for Ensuring Constant Learning Applications**

complementary courses

Empowered Trainer's Development Program Series

Designing and Facilitating Adult Learning

November 11 - 12, 2019

A well designed training program consists of the formulation of terminal objective based on the results of the training need analysis. This course further includes identification of the most effective training methodologies and audio-visuals, proper scheduling of activities, and other factors critical to the success of the workshop.

Training and Organizational Needs Analysis

September 3 - October 1, 2019

This is a two-day program that examines the process of identifying and analyzing needs for training or organizational development purposes.