

4 TIPS TO ENSURE TRAINING BRINGS VALUE TO THE BUSINESS

GATHERED FROM A GLOBAL NETWORK OF LEARNING LEADERS JUST LIKE YOU

As a training professional, you are tasked with designing, developing and delivering training that **supports employee growth** while holding **value for the business** and its stakeholders.



Use these **4 tips** to ensure training leads to business impact.

MEET WITH SENIOR LEADERS

Partner with the C-suite to identify business objectives and how training can help to support those goals.



This lays the groundwork for a learning and development (L&D) program that develops talent who can deliver on these objectives.

PERFORM A NEEDS ANALYSIS

A [needs analysis](#) will help focus your training plan and ensure objectives are met.



Assess your employees' [skills gaps](#).



Identify key performance indicators (KPIs).

DETERMINE THE RIGHT DELIVERY METHOD

Training options are more flexible than ever before and can include:



[Instructor-led training \(ILT\)](#)



[eLearning](#)



[Gamification](#)



[Virtual reality \(VR\)](#)

Keep your learners in mind by considering these three factors:



Who are they?

Determine the [skills employees need](#) to perform their job, their level of comfort with technology and their learning preferences when deciding what technology to use.



Where are they?

Modalities will vary depending on whether your workforce is in person, remote or hybrid.



What do they need?

Find the information that learners need and when they need it, such as in the flow of work or through hands-on experience.

MONITOR AND MEASURE IMPACT

You can evaluate training effectiveness by assessing your KPIs using various metrics such as:



Feedback surveys from employees and customers



Behavior change



Performance evaluations



Skills assessments

Generate a feedback loop that identifies where training is most effective and where it needs adjusting.

In order for training to have the biggest impact on the business, it must become embedded in the company culture. Training is a continuous process that must be reinforced and revisited to ensure it continues to improve business outcomes.



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