**MAGNA SKILLS DEVELOPMENT INSTITUTE**

Capacity Building • Professional Training • Organisational Development

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Course Profile Document

Human Resources Management

# Measuring Results from Training

Prepared as a professional course profile for delegate review, sponsorship approval and organisational training planning.

| COURSE CODE | DELIVERY | DURATION | PREPARED FOR |
|---|---|---|---|
| **MSD2884** | **Online / Face-to-Face** | **Flexible** | **Organisation Approval** |

Register for this Course

View Online Course Page

## Course Overview

The "Measuring Results from Training" course offered by Magna Skills is designed to equip professionals with the knowledge and skills necessary to effectively measure and evaluate the impact of training programs. In today's dynamic business environment, organizations invest significant resources in training initiatives, and it is essential to ensure that these efforts translate into measurable results. This course provides participants with the tools and methodologies needed to assess the effectiveness of training programs and make data-driven decisions for continuous improvement.

## Course Outcomes

1. Understand the importance of measuring training results in the context of organizational development.
2. Learn key concepts and principles of training evaluation and performance measurement.
3. Acquire practical skills in designing and implementing evaluation strategies for training programs.
4. Explore various methods and tools for collecting and analyzing data related to training outcomes.
5. Develop the ability to communicate evaluation findings to stakeholders and make data-driven recommendations for improvement.
6. Gain insights into best practices for measuring the return on investment (ROI) of training initiatives.
7. Enhance decision-making skills through the interpretation of training data and its impact on organizational goals.

## Course Outline / Curriculum

**Module 1: Introduction to Training Evaluation**

- Understanding the significance of measuring training results
- Overview of training evaluation models and frameworks

**Module 2: Designing Effective Evaluation Strategies**

- Identifying training objectives and desired outcomes
- Developing evaluation criteria and key performance indicators (KPIs)

**Module 3: Data Collection Methods**

- Overview of quantitative and qualitative data collection methods
- Selecting the right measurement tools for different training scenarios

**Module 4: Analyzing Training Data**

- Data analysis techniques for assessing training effectiveness
- Interpreting results and drawing meaningful conclusions

**Module 5: Communicating Evaluation Findings**

- Creating comprehensive evaluation reports
- Effective communication with stakeholders

**Module 6: Measuring Return on Investment (ROI)**

- Calculating the ROI of training programs
- Strategies for maximizing the impact of training investments

**Module 7: Continuous Improvement**

- Using evaluation data for ongoing program enhancement
- Implementing feedback loops and adaptive strategies

**Module 8: Case Studies and Practical Applications**

- Real-world examples of successful training evaluation
- Hands-on exercises and group discussions

Enroll in the "Measuring Results from Training" course at Magna Skills to gain the expertise needed to evaluate and enhance the impact of training programs within your organization. This course is suitable for HR professionals, training managers, and anyone involved in the design and implementation of training initiatives. Upgrade your skills and contribute to the success of your organization's learning and development efforts.

## Target Audience

## Key Course Benefits

### Work-Ready Skills

Delegates leave with practical tools, templates and methods they can apply immediately at work.

### Better Institutional Results

The programme supports stronger planning, reporting, compliance, accountability and service delivery.

### Sponsor-Friendly

This document is designed to help supervisors, HR units and sponsors approve delegate participation quickly.

### Professional Recognition

Delegates receive training documentation and a certificate of completion after successful participation.

## Our Training Centres & Delivery Options

Magna Skills offers flexible delivery through face-to-face training centres across Africa and beyond, plus Online / E-Learning for delegates who prefer remote participation.

### Southern Africa

Practical training destinations with strong travel access and delegate support.

- Pretoria, South Africa
- Vic Falls, Zimbabwe
- Livingstone, Zambia

### East Africa

Popular regional centres for government, NGO and donor-funded project teams.

- Kigali, Rwanda
- Kampala, Uganda
- Nairob
- Zanzibar, Tanzania

### West Africa & Islands

Strategic locations for regional networking and executive capacity building.

- Accra, Ghana
- Port Louis, Mauritius

### International Executive Venue

Premium destination training for senior teams and international delegates.

- Dubai, United Arab Emirates

### Online / E-Learning

Attend from anywhere through live online, blended or self-paced learning options.

- Online, E-Learning
- Remote Teams
- Flexib

### Organisation-Based Training

Magna Skills can also arrange dedicated in-house training for ministries, NGOs and companies.

- Onsite
- Custom Dates
- Group Training

## Ready to Nominate Delegates?

Use the links below to register, review the live course page or contact Magna Skills for organisation-based training support.

**Register / Apply Online** | **View Full Course Page**

## About Magna Skills

Magna Skills Development Institute provides practical capacity building programmes for government departments, NGOs, public institutions, donor-funded projects and private sector professionals across Africa. Our training approach combines expert facilitation, real workplace case studies, practical tools, post-training support and professional documentation that helps organisations strengthen staff performance and service delivery.

Government Training | NGO Capacity Building | Corporate Workshops | Online Learning | Face-to-Face Training | Certifica

## Approval & Authorisation Form

This section may be completed by the organisation, department, HR office, finance office or sponsor approving delegate participation. It can be attached to an internal memo, procurement request or training approval submission.

| | |
|---|---|
| **Organisation / Department** | |
| **Delegate Name(s)** | |
| **Approved Course** | Measuring Results from Training |
| **Preferred Delivery Mode** | ☐ Online ☐ Face-to-Face ☐ Organisation-Based Training |
| **Preferred Training Venue / Date** | |
| **Estimated Number of Delegates** | |
| **Budget / Vote Number** | |
| **Contact Person** | |
| **Email / Mobile** | |

Authorised Name _____ Signature / Stamp _____ Date _____