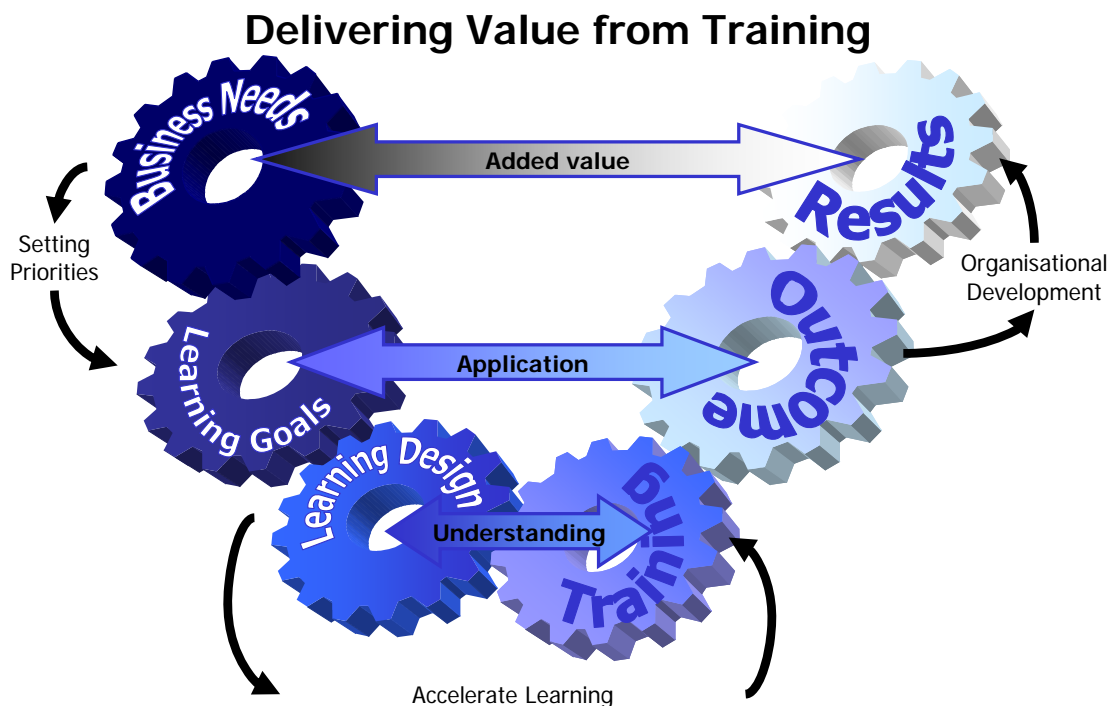


Assessing your organisations training effectiveness

Whether your organisation uses Lean, TPM, Six Sigma, simply carrying out “sheep dip” training and hoping for the best will not deliver lasting improvement. How can you be sure that your organisations investment in training is going to provide an adequate return?

Below is a simple self assessment framework to help you to identify the effectiveness of an organisations training processes. This combined with the ideas within the rest of the newsletter should hopefully provide you with ideas to address weaknesses and take your training and development processes to the next level.

The training assessment format is based on the graphic below illustrating the relationship between components linking learning processes to the development of value adding organisational capability.



The cogs represent management processes, the external arrows the Leadership challenges and the internal arrows the feedback mechanisms that provide a measure of the health of your training and development processes.

Fill out the diagnostic assessment below to identify how well your organisation matches the criteria for value added training and development.

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Training Process Diagnostic

Assess each of the 9 topics below using a 1 to 5 scale. 1 is little or none, 3 is acceptable, 4 is improved, 5 is significant history of improvement.

	Topic	Assessment
Translating business needs into learning goals		
1	Business priorities are the starting point for defining skill gaps and training needs	
2	Manager and supervisor are accountable for securing results from the training process	
3	Individual learning goals are set so that trainees know where newly learned skills can have maximum added value.	
Total		
Accelerating Learning		
4	Managers and supervisors take steps to understand how to support the application of skills learned by their direct reports	
5	Trainees are provided with pre training assignments so that they know exactly what the training will involve and what is expected from them post training session.	
6	The learning process is designed to help trainees to progress from awareness of what is required to develop the capability to deliver what is required.	
Total		
Organisational Development		
7	Employees take ownership of their own learning process and application of lessons learned	
8	Trainees are supported with coaching and mentoring to help them apply new skills and deliver results.	
9	The quality of the training process is measurable in terms of specific objectives and desired outcomes	
Total		

Next steps?

Ideally the score for each section should be evenly balanced, the first steps should be to achieve a balanced score

From that foundation focus on the three Leadership Challenges simultaneously.

Further ideas are provided within the newsletter covering each of these areas.