

# Learning & Development Need Analysis

Learning & Development Need Analysis is a critical activity for the human resource department. Proper LNA forms the basis for a good instructional design and consequently a successful training program.

“Professional training” is developed through a needs analysis model, where the training department looks at work itself and figures out what forms of training, development, job aids, and support people need to do their jobs well. (Forbes 2013)

A good LNA helps to prevent skills deficiencies and improving efficiency in your organizations by allocating your valuable resources to desired activities.

This interactive workshop will equip you with tools & techniques to design an effective LNA. You will be introduced to LNAs tools that are being practiced in renowned organizations and will be able to design the one that best suits your organization’s need.

## Who should attend?

- Learning & Development Managers
- Training Managers
- Training Coordinators
- Training Consultants
- Trainers
- Human Resource Managers
- Human Resource Specialist



## Course Contents

- Overview & introduction to human resource development
- Adult Learning
- HRD needs investigation and needs analysis
- Training design and development
- Implementing learning strategies
- Evaluation of training
- Workplace Learning
- Employee and management development
- Special challenges and the future of training and development

## Learning Outcome

Upon successful completion of this course, the participants will have reliably demonstrated the ability to:

- Explain the role of training and development in human resources management
- Describe the psychology of the learning process on which training is based.
- Analyze the training needs of an organization
- Assess, design, access and implement various methods, techniques and sources of training.
- Evaluate the value of the training once completed from the individual employee and the organization's viewpoint

**Date:** Sep 04- 05, 2015  
**Day:** Friday & Saturday  
**Time:** 09:00 am–05:00 pm  
**Fee:** PKR 22,000

**For Registration:**

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*“Businesses are responding by investing more in employee development, with training budgets increasing 15 percent, on average, in 2013. In mature organizations, this investment is not just short-term training—it involves identifying capability gaps today and into the future, and building a “supply chain” of skills to fill these gaps for the long term.*

*The Corporate  
Learning Factbook 2014*



**TRAINER'S PROFILE**

**Dr Shahid Mir**

Dr. Shahid Mir is a Fulbright Post-Doc. Research Scholar and holds a PhD degree in Management. Currently he is the Chairperson-Department of Management at Institute of Business Administration, Karachi

Dr. Mir has been associated with IBA for the last 14 years teaching various courses including Management, Organizational Behavior, Leadership and Operations Management to BBA, MBA and E-MBA programs.

Dr. Mir is a Master Trainer for LUMS/McGill/CIDA and USAID and has designed and delivered training programs for various organizations.

He has conducted several training with CEE@ IBA on Leadership, Change Management, Decision Making, Interpersonal Skills, etc.

He has conducted successful trainings for FBR, PRL, HEC and several NGOs.