

Workshop on The Learning Journey TNA to MLE

April 15 & 16, 2020

9:00 am to 5:00 pm

Venue: CEE@IBA, Karachi



OVERVIEW

CFO: What happens if we train them and they leave? CEO: What happens if we don't and they stay? - unknown

“If the rate of change on the outside exceeds the rate of change on the inside, the end is near.”

Jack Welch

Learn Why to develop, What to develop and How to develop it within your organizations by understanding how to create a Learning Culture, Learning Needs Assessments and Measuring Learning Effectiveness within your organizations.

Who should attend?

- HR Team – Associates, Specialists, Assistant Managers, Managers and Senior Managers
- Training Team - Associates, Specialists, Assistant Managers, Trainers, Managers and Senior Managers

How will you benefit?

- Understand Various cultures of an Organization
- Understand how to create a culture of a Learning Organization
- Learn various tools to conduct and validate Training Needs Assessments
- Learn How to Measure the Learning Effectiveness post trainings
- Learn how to present the information of Learning Effectiveness to the Management
- Learn the Key Learning and Development Metrics & Analytics

FACULTY

Talha Asim Ghazi is passionate about helping people reach their highest potential and become their best selves. He packs his trainings with rich, result oriented content, engaging activities and topical humor and is known for communicating with zest and energy that is highly contagious.

Talha received his MBA education with majors in HRM, MIS and Finance and further advanced his education from the world's leading institutes including IBA, Insead and Cornell University. He is a member of SHRM since 2010 and have received the credentials of a Certified Professional by the Australian Human Resources Institute and Chartered Institute of Personnel Development, UK.

He has more than 12 years of extensive HR experience and have led the Human Resource Function as the Head of Human Resources for Thatta Cement, Dollar Stationery, ABC International and Cambridge Garments. He has been working from Employee Development (soft skills) to Human Resource Intelligence to achieve Organizational Objectives for more than a decade and has worked on various assignments related to Human Resource Management, Business Analytics, Human Capital Measurement & Metrics, Organizational Dashboards, Balance Score Card and HCM Solutions.

He has also had the privilege to serve SHRM Forum Pakistan as a representative for Karachi Chapter and frequently delivers trainings and HR Elective courses to leading institutes for MBA and MS students. He has vowed to inculcate values in his trainings, profession and personal life

TOPICS COVERED

- **The Learning Organization (TLO) – DAY 1**
 - Why Organizational Learning is important?
 - Collaborative Culture (System Thinking)
 - Lifelong learning mindset (Personal Mastery)
 - Innovation mindset (Mental Models)
 - Knowledge sharing (Team learning)
 - Leadership (Shared Vision)
 - Implementation: Real life challenges
 - Adult Learning Models
- **Training Needs Assessment (TNA) Toolbox – Day 2**
 - Mandatory Trainings Vs Customized Training
 - TNA: Why & How
 - Force Field Analysis
 - COMPETENCY Mapping
 - Skill Matrix
 - Structured Interviews
 - 360 Surveys
 - Stakeholders Analysis
 - Attitude Surveys
- Knowledge Tests
- Performance Appraisals
- Focus Groups
- New Business Objectives
- 10 Point training Plan
- **Measuring Learning Effectiveness (MLE) – Day 3**
 - Why to measure?
 - How to measure training effectiveness
 - Individual Performance River
 - Managing Training Transfer (8Ps)
 - Qualitative Evaluation Tools
 - Evidence based Evaluation
 - Kirkpatrick's 4 Levels
 - Nine Outcome Model
 - Return on Training Investment (ROTI)
 - Challenges & issues in ROI Calculation
 - MLE Dashboards

Workshop Fees PKR 49,000/- per participant + 5% SST

Inclusive of Course material IBA Workshop Certificate Lunch Refreshments & Business networking

Experience

EXECUTIVE EDUCATION

Centre for Executive Education, IBA, Karachi

Center for Executive Education (CEE)
Institute of Business Administration City Campus.
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For Further Information

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Contact us for Client Specific Customized Executive Programs & Consultancy

