IBA CEE Center for Executive Education
Institute of Business Administration

Workshop on
The Learning Journey - TNA to MLE

December 28 & 29, 2021
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? (Target Audience)

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

How will you (Participant) 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

IBA Institute of Business Administration Karachi
Leadership and Ideas for Tomorrow
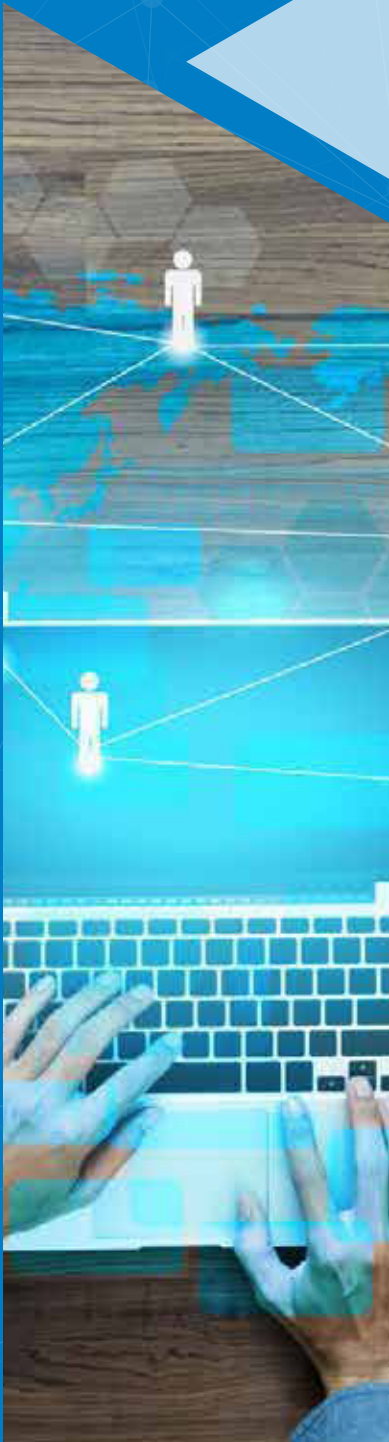
FACULTY

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

Dr. Shahid Mir is a Fulbright Post - Doc. Research Scholar and with a PhD degree in Management. Dr. Mir has been associated with IBA for the last 14 years teaching various courses like Management, Organizational Behaviour, Leadership and Operations Management to BBA, MBA and E - MBA programs. Dr. Mir is a LUMS/McGill/CIDA and USAID Master Trainer and has designed and delivered training programs for various organizations including HEC, PRL, FBR, Sindh Government and for various other federal and provincial government employees. He has conducted various trainings at the Center for Executive Education on Decision Making, Good Management, Strategy, NGO Management, etc.

TOPICS COVERED

- **Training Needs Assessment (TNA) – Day 1**
  - Why Organizational Learning is important?
  - Knowledge Creation – Nonaka's Model
  - Tacit Vs Explicit Knowledge
  - Implementation: Real life challenges
  - 3M Model of Learning Organization
  - Test: Is yours' a Learning Organization?
  - Need for Learning Agility
  - Understanding types of Learners
  - Stakeholders Role in Learning
  - Training Needs Investigation
  - 10 Point Training Plan
  - Developing Competencies
  - Identifying Competency Gaps
  - Learning Agility Assessment

- **Measuring Learning Effectiveness (MLE) – Day 2**
  - Why to measure?
  - How and What to measure for training effectiveness
  - Individual Performance River
  - Managing Training Transfer (8Ps)
  - Kirkpatrick's 4 Levels
  - Nine Outcome Model
  - Return on Training Investment (ROTI)
  - Case Studies on ROTI Calculation
  - Challenges & issues in ROI Calculation
  - Introduction to Learning & Development Metrics & Analytics

Workshop Fees PKR 49,000+ Taxes, Participant

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

Experience
EXECUTIVE
EDUCATION
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