

Managing and Coordinating Training

Why Attend

Successful training events require a collaborative effort between training coordinators, trainers, participants and department managers. This course outlines all the training concepts and topics required to plan, organize, administer and implement such successful training events.

Course Methodology

Participants in this course will apply theoretical concepts in a practical and hands-on methodology. To achieve this, participants will be asked to develop material that can be used back on the job to support their training tasks and function.

Course Objectives

By the end of the course, participants will be able to:

- List the benefits of training and development and reasons causing programs to fail
- Identify the main phases of the ISD model of training and development
- List and complete necessary tasks in coordinating training activities
- Evaluate training providers and prepare a training Request for Proposal (RFP)
- Create a work environment that will facilitate transfer of training
- List and apply training best practices within organizations

Target Audience

Training and development administrators, officers and business partners involved in coordinating training activities within the organization.

Target Competencies

- Deciding and initiating action
- Working with people
- Persuading and influencing
- Presenting and communicating
- Applying expertise and technology
- Following instructions and procedures
- Planning and organizing
- Achieving goals and objectives

Associations

HR Certification Institute (HRCI) : Meirc is an approved provider with the HR Certification Institute. Established in 1976, HRCI is an internationally certifying organization for the human resource profession and a global leader in developing rigorous exams to demonstrate mastery and real-world application of forward-

thinking HR practices, policies and principles. Today, more than 120,000 professionals worldwide proudly maintain their HR Certification Institute’s credentials as a mark of high professional distinction. By successfully completing any Meirc program which is approved by HRCI, participants will earn credit hours essential for maintaining professional distinction of PHR®, SPHR® or GPHR®.



Society for Human Resource Management (SHRM) : Meirc is recognized by the Society of Human Resources Management (SHRM) as a Preferred Provider. This recognition implies that participants who attend any of the SHRM approved programs delivered by Meirc Training & Consulting will earn a number of Professional Development Credits (PDCs) which will help them maintain their certification in SHRM-CPSM or SHRM-SCPSM.



Location & Date

11 Mar - 15 Mar, 2018
Dubai, Arabic

12 Aug - 16 Aug, 2018
Dubai, English

Meirc reserves the right to alter dates, content, venue and trainer.

Fees: US\$

Per participant

US\$ 4,600

(including coffee breaks and a buffet lunch daily)



For companies that want to maximize the return on their investment in training: **Register 3 participants** on the same course and dates and pay only for 2.

Course Outline

- The training and development process
 - Defining terms
 - Training
 - Development
 - Human resource development
 - Benefits of training and development
 - Training as an investment
 - Main reasons training programs fail
 - ISD model of training and development
 - Needs analysis
 - Training design and delivery

- Training evaluation

- **Coordinating training activities**
 - Preparing a training tasks timeline
 - Training announcement templates
 - The training site
 - Seating arrangement
 - Opening training courses
 - Training logistics checklist
 - Welcome message
 - Monitoring course progress
 - Closing training courses
 - Feedback forms
 - Post training action plans
 - Certificates
 - Closing speech and reminders

- **To buy or to design**
 - Off-the-shelf, customized or in-house development
 - Advantages of buying a training program
 - Advantages of designing a training program
 - Criteria to consider
 - The purchase-or-design decision
 - Next steps following a decision
 - An effective RFP
 - Assessing and selecting training vendors

- **Transfer of training**
 - Defining transfer of training
 - Barriers to the transfer of training
 - Transfer of training process
 - Whose responsibility is it
 - Transfer of training activities
 - Before training courses
 - During training courses
 - After training courses

- **Training trends and best practices**
 - Computer-based training
 - Rapid eLearning
 - Learning Management Systems (LMS)
 - Experiential learning

- Blended approach
- Training best practices