

Strategic Alignment of Training Functions with the Organization's Business Objectives

General Objectives:

This Course aims to provide the participants with systems, methods and techniques that facilitate the Organization's management and relate it to the function and process of professional training.

Specific Objectives:

At the end of the action the trainees will be able to:

- Identify the reasons and the importance of the need for strategic alignment of professional training with business objectives;
- Integrate the management of human resources and training in the business management cycle;
- Differentiate between strategic and operational objectives;
- Operationalize strategic objectives;
- Relate professional training objectives to operational objectives;
- Design and monitor the indicators;
- Create monitoring systems and tools.

Audience:

This Course is intended for all professionals who collaborate and are involved in functions related to Training, namely: Senior and intermediate managers and managers; Coordinators of working groups and direct managers; Project managers; Human resource management technicians; Vocational training management technicians.

Duration:

18 Hours

Program Content:

Module I - Strategic Training Alignment with Business Objectives

- Socio-economic framework and analysis;
- The relationship with the organizational environment.

Module II - The Business Objectives

- The mission, vision and business objectives: Its definition and communication;
- The management cycle and the management of human resources.

Module III - Strategic and Operational Objectives

- Its differentiation;
- The establishment of strategic objectives and their monitoring;
- Translate strategic and operational objectives.

Module IV - The Relationship between Operational Objectives and Training Objectives

- People management and training management;
- Planning and organization of professional training;
- Survey of training needs and professional training objectives.

Module V - Indicators and Business Objectives

- Indicators for monitoring business and the evolution of organizations;
- Design the indicators of professional training;
- Your alignment.

Module VI - The Monitoring Process and Instruments

- Design of monitoring instruments;
- Its update and use;
- Follow-up meetings and decision making.