Transformation Pillar:
Organizational Performance & Productivity

Demonstrating the ROI of HR and Performance Improvement Programs

Learn about the strategies and practices that are shaping ROI measurement as they relate to the Workforce Practices of today.

COURSE OVERVIEW

With many HR budgets being cut or coming under tough scrutiny, HR, Learning Professionals and Performance Consultants are faced with a major challenge: How do they measure the ROI of their HR and learning initiatives and continue to prove, sustain and improve the value of their activities? All this in the face of increasing remote work, immediate business pressures and turbulent and unpredictable change!

This highly interactive training workshop provides a focused insight into the increasing need for ROI measurement in these difficult times to allow you to show the impact of your key programs and help you make critical decisions about allocating resources and ensuring HR and Talent Development obtain their proper allocations. The workshop is packed with case studies and critical insights and is delivered by world-class trainer, Mostafa Azzam.

WHO SHOULD ATTEND

This course should interest anyone involved in Human Resources, Learning and Development, Organization Development, Change Management, Consulting, and Performance Improvement, particularly those struggling to determine the value of programs and projects and to show how they contribute to the strategic goals of the organization. It is of particular significance to Consultants, Advisors, Managers, Specialists, Professionals and Administrators seeking to update their current understanding of ROI measurement models, processes and practices as they navigate their way forward into the "New Normal" of work.

COURSE OBJECTIVES

By the end of this intensive learning journey, you should be able to:

- **Make** the Business Case for ROI
- **Identify** the Drivers for ROI
- **Develop** Program Objectives at multiple levels
- **Explain** how Business Alignment is achieved
- **Identify** the Guiding Principles and Governing Standards of ROI
- **Describe** the ROI Methodology, Model and Process in detail
- **Conduct** an ROI Presentation
- **Develop** a project-specific Action Plan

COURSE METHODOLOGY

A balanced approach between PowerPoint presentation, facilitated discussion, case studies and action-learning, individual exercises and group-based activities will ensure the direct transfer of skills, information and relevant practical experience as well as show you how to design and consolidate your approach to measurement of HR and Talent Development ROI.

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