

# Kirkpatrick Business Partnership Analysis

## Description

There is no question that training is “on trial”. Every type of organization is trying to validate the value that the learning function provides to the whole. How do you think *your* learning department stacks up?



The Kirkpatrick Business Partnership Analysis identifies which of your existing processes build and leverage business value. It also includes a detailed report of specific actions you can take to increase your value to the bottom line.

The Kirkpatrick Business Partnership Analysis gives you the credibility of an objective outside expert. The process is completed by the company that literally wrote the book on business partnership and training value. Conduct the analysis before you are put on trial and build the processes and systems that will secure your “not guilty” verdict with confidence.

## The business partnership analysis will:

- Determine the strengths and weaknesses of your organization’s learning function in relation to supporting business needs and partnering with key departments
- Assess the degree of alignment with the Kirkpatrick Business Partnership Model<sup>SM</sup>
- Prescribe specific actions to maximize the impact of learning and reinforcement activities on the bottom line

## Our Process

Define scope of study with learning team



On-site audit and interviews



Surveys of key individuals



Report generation

- Detailed analysis of factors contributing to or detracting from efficient use of learning and business resources and overall business effectiveness
- Detailed learning function report detailing success factors and recommendations for improvement
- Executive summary



Debrief and application session - on-site or virtual

Additional follow-up consulting is occasionally desired. This can be provided as an add-on service to meet your needs.



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## Sample Analysis Areas

ANALYSIS AREA	DETAILS	BENEFITS WHEN STRONG	LIMITATIONS WHEN WEAK
<b>A TRUE LEARNING AND PERFORMANCE TEAM</b>	Our learning team actively reviews researched-based methods and adopts those that will increase organizational effectiveness.	Effective and efficient use of learning resources leading to significant business impact	Overextended learning resources, budget overrides, and under-delivering on organizational expectations
<b>TRAINING PROGRAM DEVELOPMENT PROCESS</b>	Our training program development processes align well with business needs and expectations.	Targeted training and reinforcement leading to increased business effectiveness at lower costs	Unnecessary participant time in training and low achievement of organizational goals
<b>ACTIVE SUPERVISORY SUPPORT</b>	Before and after training, line managers meet with participants and share expectations for training and subsequent on-the-job application.	Maximization of on-the-job application of knowledge, skills, and attitudes leading to positive business impact	As much as 85% of knowledge and skills never being applied, leading to low business impact.
<b>CHAIN OF EVIDENCE</b>	We gather evidence and present it to our "corporate jury" to demonstrate overall value.	Business stakeholders decreasing training budgets and staff levels	Business stakeholders maintaining or increasing training budgets and staff levels

## Contact Us

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