**Program Description**

Training is unquestionably “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, and which are taking you down an expensive and ineffective path. It also includes a detailed slide deck to communicate the findings and 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 a positive verdict from your stakeholders.

**Deliverables**

Business partnership analysis will:
- Determine the strengths and weaknesses of your organization’s learning function in relation to business needs and critical partnerships
- Assess the degree of alignment with the Kirkpatrick Business Partnership Model
- Prescribe specific actions to maximize the impact of learning and reinforcement activities on the bottom line

**Our Process**

1. Clarify process and expectations with learning team
2. Conduct process audit and cross-functional interviews
3. Generate detailed learning function report
   - Detailed analysis of factors contributing to or detracting from efficient use of learning and business resources and overall business effectiveness
   - Detailed synthesis highlighting success factors and recommendations for improvement
4. Debrief and application session - on-site or virtual
   - Executive slide deck delivered

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

<table>
<thead>
<tr>
<th>ANALYSIS AREA</th>
<th>DETAILS</th>
<th>BENEFITS WHEN STRONG</th>
<th>LIMITATIONS WHEN WEAK</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>A TRUE LEARNING AND PERFORMANCE TEAM</strong></td>
<td>Learning team actively reviews research-based methods and adopts those that will increase organizational effectiveness</td>
<td>Effective and efficient use of learning resources, leading to significant business impact</td>
<td>Overextended learning resources, budget overrides and under-delivered organizational expectations</td>
</tr>
<tr>
<td><strong>TRAINING PROGRAM DEVELOPMENT PROCESS</strong></td>
<td>Training program development processes align well with business needs and expectations</td>
<td>Targeted training and reinforcement, leading to increased business effectiveness at lower costs</td>
<td>Unnecessary participant time in training and low achievement of organizational goals</td>
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<tr>
<td><strong>ACTIVE SUPERVISORY SUPPORT</strong></td>
<td>Before and after training, line managers meet with participants and share expectations for training and subsequent on-the-job application</td>
<td>Maximized on-the-job application of knowledge, skills and attitudes, leading to positive business impact</td>
<td>As much as 85% of knowledge and skills are never applied, leading to low business impact</td>
</tr>
<tr>
<td><strong>CHAIN OF EVIDENCE</strong></td>
<td>The training team gathers evidence and presents it to the “corporate jury” to demonstrate overall value</td>
<td>Training budgets align with business needs; job and career security</td>
<td>Diminishing training budgets and staffing levels; job and career jeopardy</td>
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## CONTACT US

Kirkpatrick Partners is based in Atlanta, GA  
(770) 302-3500  
information@kirkpatrickpartners.com  
kirkpatrickpartners.com