

KIRKPATRICK® BUSINESS PARTNERSHIP ANALYSIS

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

Clarify process and expectations with learning team



Conduct process audit and cross-functional interviews



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



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.



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SAMPLE ANALYSIS AREAS

ANALYSIS AREA	DETAILS	BENEFITS WHEN STRONG	LIMITATIONS WHEN WEAK
A TRUE LEARNING AND PERFORMANCE TEAM	Learning team actively reviews research-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-delivered organizational expectations
TRAINING PROGRAM DEVELOPMENT PROCESS	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
ACTIVE SUPERVISORY SUPPORT	Before and after training, line managers meet with participants and share expectations for training and subsequent on-the-job application	Maximized on-the-job application of knowledge, skills and attitudes, leading to positive business impact	As much as 85% of knowledge and skills are never applied, leading to low business impact
CHAIN OF EVIDENCE	The training team gathers evidence and presents it to the “corporate jury” to demonstrate overall value	Training budgets align with business needs; job and career security	Diminishing training budgets and staffing levels; job and career jeopardy

CONTACT US

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