



# Kirkpatrick® Business Partnership Analysis

## 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 does your learning department stack 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

## Business Partnership Analysis Leader

*Jim Kirkpatrick and a qualified team of Kirkpatrick Certified Consultants will complete your business partnership analysis.*

Jim Kirkpatrick, Ph.D., is co-owner of Kirkpatrick Partners, the standard for leveraging and validating talent investments.



He is a visionary and an expert in training evaluation and the creator of the New World Kirkpatrick Model.

Using his 15 years of corporate experience, Jim trains and consults for organizations around the world. He is passionate about assisting learning professionals in redefining themselves as strategic business partners.

Jim has co-authored seven books, including *Kirkpatrick’s Four Levels of Training Evaluation*. He also served as the subject matter expert for the U.S. Office of Personnel Management’s Training Evaluation Field Guide: *Demonstrating the Value of Training at Every Level*.



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## Sample Analysis Areas

### Creating A True Learning and Performance Team

- Does the learning team actively review and adopt research-based methods to increase organizational effectiveness?
- Are resources dedicated to learning applied as efficiently as effectively as possible to yield maximum business impact?

### Training Program Development Process Improvement

- Does a standardized process exist to assess learning and development needs and design targeted interventions?

### Generating Active Program Support

- Are managers and supervisors ensuring on-the-job application of what is learned in training?
- Are others actively supporting daily performance to maximize program outcomes?

### Building a Chain of Evidence Showing Training's Value

- Are your efforts creating evidence at all four Kirkpatrick levels to connect training, performance, and organizational results?
- Is the value of training and performance support clearly demonstrated and recognized in your organization?



## Have Questions?

Contact us for a no-obligation consultation and customized proposal.



## Additional Information

Visit the [Business Partnership Analysis web page](#)

## Our Process

Explain process and define expectations with learning team

Conduct process audit and cross-functional interviews

Generate detailed learning function report highlighting existing success factors and recommendations for improvement

Present findings

Deliver slide deck for internal communication

Occasionally clients request follow-up consulting. This can be provided as an add-on service to meet your needs.

## Participant Testimonial

*We had Kirkpatrick Partners audit our processes to determine alignment with the New World Kirkpatrick Model. The findings were a balance between what we should continue and a development plan to move forward. We continue improving against our plan. The audit gave us good solid information, but the greatest benefit was the partnership with Kirkpatrick Partners. They don't walk away after the initial scope. They have truly become valued partners who are always willing to take that extra step in active listening, checking in, and giving sound advice and guidance. This process has been impactful not only to our learning and development efforts, but more importantly, as a systematic process that endures for us.*

Bonnie Stone  
Central Arizona Project



Kirkpatrick  
Partners

The Standard for Leveraging and  
Validating Talent Investments™

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08/21