



Kirkpatrick Four Levels® Evaluation

Certification Program - Bronze Level

Live-Online Format

Program Description

The Kirkpatrick Model comprises the foremost evaluation methodology in the world. In this program, you will learn directly from the Kirkpatricks the true and correct methodology and apply it to an actual program to maximize business results. This course is limited to 25 or fewer participants to ensure you receive personalized attention and the opportunity to participate.

During this program, you will learn the four levels, receive a participant manual filled with examples and templates that you may borrow and adapt to build your own Blended Evaluation Plan® tools, and gain a complete understanding of what each level measures. You will also explore the reasons why evaluation is critical to training success and hear case studies and success stories from companies that have used the model effectively.

You will learn tactics to help you to allocate training resources effectively. A focus of this program is the exploration of how to ensure that what is learned transfers to on-the job behaviors. You will learn why training alone is not enough and receive guidance to ensure that what you teach actually gets used on the job.

Performance Objectives

After this program, you will be able to:

- Objectively determine where to allocate training resources to create the most business impact
- Create an effective program Blended Evaluation Plan® that maximizes business results and minimizes resources employed
- Define the critical difference between effective training and training effectiveness
- Identify appropriate Blended Evaluation Plan® methods and tools for any program

THE KIRKPATRICK MODEL



Live-Online Program Duration

The Bronze certification program consists of four live-online sessions, each lasting 3 hours.

The
Standard
for Leveraging and
Validating Talent Investments®

Program Agenda

PREWORK

- Overview of the Four Levels of Evaluation video
- Community Forum prompts
- Organization Mission Statement identified

SESSION 1

Introduction to the Kirkpatrick Model and Level 4 (Results) Overview

- Paradigm shift from Learning and Development to Learning and Performance
- Four Levels of Evaluation Overview
- Mission-Critical Initiatives: Prioritizing programs and evaluation resources
- Level 4 principles, metrics, and methods of evaluation
- Leading Indicators
- Stakeholder Discovery Meeting Demo
- Introduction to program case study and applying Level 4 principles
- Post Work

SESSION 2

Level 3 (Behavior) Overview and “Blended Evaluation” Overview

- Level 3 principles, metrics and methods of evaluation
- Critical behaviors and required drivers
- Monitoring and adjusting
- Stakeholder engagement and tactical bridges
- “Blended Evaluation” definition
- Level 3 application to program case study
- Post Work

SESSION 3

Level 2 (Learning) Overview

- Level 2 principles, metrics, and methods of evaluation
- Learning objectives
- Retrospective self-assessment
- Formative and summative evaluation methods
- Level 2 application to program case study
- Post Work

SESSION 4

Level 1 (Reaction) Overview, When Train is Necessary, and Conclusion

- Level 1 principles, metrics and methods of evaluation
- Evaluating Level 1 and 2 simultaneously
- Learner-centered questions
- Evaluation surveys for critique
- Level 1 application to program case study
- Issues training can and cannot address
- Necessities for success
- Post Work



Who Should Attend?

This program is appropriate for all professionals (corporate, government, military, consulting, humanitarian, etc.) who wish to create and implement program evaluation plans.

While there are no prerequisites for this program, prior basic knowledge and some usage of the four levels is highly recommended.

More experienced professionals report that this program teaches them new information they did not know about the four levels and corrects misinformation.

Those who will not create or implement evaluation plans in their work should select a shorter Kirkpatrick program.

Program Includes:

- Prework
- Downloadable course manual with templates, tools, examples, and additional resources
- One-Year Community Access Post-Program
 - Exclusive entry to an online community of Kirkpatrick bronze graduates for continuous collaboration, sharing experiences, and deepening knowledge
- Grading and personalized feedback on Blended Evaluation Plan®
- Virtual certificate of completion and badge you can use to advertise your new credential
- The right to add “Kirkpatrick” to your skills on LinkedIn



“Kirkpatrick’s four levels is the best I’ve ever seen in evaluating training effectiveness. It is sequentially integrated and comprehensive. It goes far beyond ‘smile sheets’ into actual learning, behavior changes and actual results, including long-term evaluation.”

“An outstanding model!”

STEPHEN COVEY

Author, *The 7 Habits of Highly Effective People*

Participant Testimonials

“This course really opened my eyes on how to get past Level 1 and 2 evaluations and center in on the behaviors and results aspect of making training relevant to the end user and helping stakeholders realize its importance to mission readiness.”

“

BILL HALL
Booz Allen Hamilton

“The value that Kirkpatrick training provides pertains not only to evaluation, but to the entire training and instructional design process, making it easier to identify true business needs and provide true business results. It’s a wonderful model!”

“

IRIS NUNN
Nunn Training and Development

“While this training focused on evaluation, I see this as a process that can be used by anyone responsible for solving other entities’ problems or challenges.”

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LINDA DATCHER
U.S. Office of Personnel Management



LEVEL FOUR:

RESULTS

LEVEL THREE:

BEHAVIOR

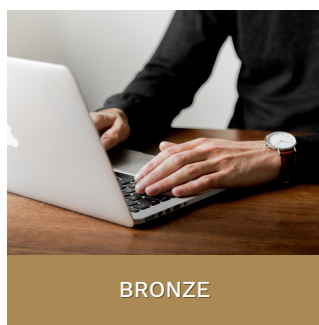
LEVEL TWO:

LEARNING

LEVEL ONE:

REACTION

KIRKPATRICK CERTIFICATION PROCESS



BRONZE

Create a four-level program implementation and evaluation plan



SILVER

Establish the necessary partnerships, implement your plan, and monitor and report on progress and results



GOLD

Share your learnings publicly to gain recognition and better the industry

Program Participation Requirements Credentials and Materials Usage

Attend all sessions. The expectation is that participants are present for the entire duration of all six sessions. All sessions will be recorded except for breakout room conversations. If a session is missed, the recording must be watched and Post-Work completed prior to the next session. Missing sessions should only be reserved for emergencies. If you must come late, leave early, anticipate an issue attending, etc., please reach out to a Kirkpatrick staff member.

Program graduates earn the Kirkpatrick Certified Professional – Bronze Level credential.

Graduates have the right to use the authentic Kirkpatrick materials contained in the program manual within their organization.

Independent contractor and consultant program graduates may use the Kirkpatrick method in their work, but they cannot teach the program in whole or in part or use copyrighted program materials or trademarked graphics and images in their client deliverables.



Questions?

Contact us for assistance in selecting the right programs for you.



Registration & Pricing

Visit the Bronze Level Certification Web Page

