



Kirkpatrick® From Training to Impact Workshop

Program Description

From Training to Impact is more than a workshop—it's a catalyst for transforming how learning is viewed and valued across your organization. Designed to reignite your team's purpose and spark measurable impact, this session equips participants with practical tools to bridge the gap between training and performance. You'll explore the updated Kirkpatrick Model, discover how to align learning initiatives with business outcomes, and learn how to build a culture of evaluation that fuels continuous improvement. Whether you're leading change or looking to elevate your strategic influence, this workshop offers a fresh, practical approach to making learning count.

Participants will gain insight into what truly drives performance—focusing on behavior change, required support systems, and key business indicators. Through interactive activities, real-world examples, and guided planning tools, you'll develop an action-oriented understanding of how to evaluate beyond the classroom. The session also includes techniques for building strong partnerships with stakeholders, creating shared accountability, and using data to tell a compelling story about learning's contribution to organizational success. This workshop is ideal for teams ready to move beyond traditional learning metrics and into a space where training drives tangible results. Whether you're an L&D leader, HR professional, or internal consultant, you'll leave with a clear plan, a shared evaluation language, and renewed confidence in your ability to design programs that deliver real value. It's time to stop defending training—and start proving its impact.

Program Objectives

After this program, you will be able to:

- Recall and apply all four Kirkpatrick levels
- Identify effective data collection methods for Levels 1-4
- Strengthen business partnerships and evaluation culture
- Create a shared evaluation language across teams

THE KIRKPATRICK MODEL



"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*

Program Agenda

PREWORK

- Overview of the Kirkpatrick Four Levels®
- Review of Kirkpatrick Foundational Principles

PROGRAM

- **Why Evaluate**
 - The Value of Impact-Focused Training
- **Business Partnership Strategies**
 - Speak the language, build trust
- **The Kirkpatrick Model**
 - Levels 1-4, and Foundational Principles
- **Data Collection Methods**
 - Practical Tools for Measuring What Matters
- **Evaluation Glossary Creation**
 - Building a Shared Language
- **Mapping and Action Planning**
 - Real-world application to current work



Who Should Attend?

This is a basic to intermediate program appropriate for the following types of professionals:

- Training managers and directors
- HR managers and specialists
- Instructional design leads
- Leaders of training-related initiatives
- Trainers
- Training specialists
- Training contractors and providers
- Training consultants

Participants who attend with their key business partners obtain maximum business results.

There are no prerequisites for this program. This program provides the foundation for understanding how to create business value. If your goal is to learn how to create and implement a full plan, attend the Kirkpatrick Four Levels® Evaluation Certification Program - Bronze Level.

Participant Testimonials

"Excellent course. I highly recommend anyone involved in curriculum design take this course as soon as possible. I have a Masters in Instructional Design yet there was information in here that is critical to Instructional Design if you want to create real changes in behaviors within an organization."

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"I have a big meeting next week where I will definitely use these ideas. This also gave me ideas to use in a discussion with my staff to gain their commitment."

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Questions?

Contact us for assistance in selecting the right programs for you or bringing From Training to Impact to your team.