

LINKING TRAINING TO ORGANISATIONAL GOALS



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Introduction

The Linking Training to Organisational Goals Training Course helps HR and L&D professionals design learning programs that directly support business strategy. Training investments too often operate in isolation from organizational priorities, reducing their impact and making it difficult to justify budgets. This course introduces practical frameworks, including Training Needs Analysis (TNA), the Balanced Scorecard, and Kirkpatrick's Four Levels of Evaluation, to help participants align learning initiatives with measurable business outcomes. Furthermore, the course explores how competency mapping and strategic workforce planning strengthen this connection. As a result, participants gain the tools to build training programs that demonstrably contribute to organizational success.

Linking Training to Organisational Goals Course Objectives

- Align training programs with organizational strategy and KPIs
- Conduct a Training Needs Analysis (TNA) linked to business goals
- Apply the Balanced Scorecard to evaluate training impact
- Use competency mapping to close strategic skill gaps
- Build training plans that support workforce planning strategies
- Apply Kirkpatrick's Four Levels of Evaluation to measure results
- Calculate return on investment (ROI) for training programs
- Develop measurable learning objectives tied to business KPIs
- Engage senior stakeholders in training strategy discussions
- Create a governance framework for ongoing training alignment

Course Methodology

- Interactive workshops using real business alignment scenarios

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- Case study analysis linking training to strategic outcomes
- Group exercises applying the Balanced Scorecard framework
- Hands-on practice building competency maps
- Guided discussions on stakeholder engagement techniques
- Practical templates for measuring training ROI

Who Should Take This Course

- HR and L&D managers and coordinators
- Training officers and instructional designers
- Strategic workforce planning professionals
- HR business partners supporting business units
- Organizational development specialists
- Senior managers overseeing training budgets

Linking Training to Organisational Goals Course Outlines

Day 1: Foundations of Strategic Training Alignment

- Role of training in achieving organizational strategy
- Understanding organizational vision, mission, and goals
- Overview of strategic workforce planning
- Identifying gaps between current and required skills
- Common reasons training fails to align with strategy
- Building a strategic training mindset
- Setting the stage for alignment planning





Day 2: Training Needs Analysis and Competency Mapping

- Conducting a Training Needs Analysis (TNA)
- Linking TNA findings to business priorities
- Building competency maps aligned with strategy
- Identifying critical skill gaps across departments
- Prioritizing training initiatives by business impact
- Structuring training plans around competency frameworks
- Case study on competency-based training design

Day 3: Using the Balanced Scorecard for Training

- Introduction to the Balanced Scorecard framework
- Applying the four perspectives to training strategy
- Linking learning objectives to financial and customer goals
- Building internal process and growth-focused training metrics
- Translating strategic goals into training KPIs
- Reviewing scorecard examples from various industries
- Group exercise on scorecard design

Day 4: Measuring Training Impact and ROI

- Applying Kirkpatrick's Four Levels of Evaluation
- Measuring reaction, learning, behavior, and results
- Calculating return on investment (ROI) for training
- Building post-training assessment tools

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- Using feedback loops for continuous improvement
- Reporting training outcomes to senior stakeholders
- Linking evaluation data to future training decisions

Day 5: Building a Sustainable Alignment Strategy

- Engaging senior stakeholders in training strategy
- Creating a governance framework for training alignment
- Embedding training reviews into strategic planning cycles
- Building cross-departmental collaboration for training design
- Reviewing case studies of successful alignment strategies
- Sustaining alignment through ongoing communication
- Action planning for workplace application

Conclusion

By successfully completing the Linking Training to Organisational Goals Training Course, participants will have acquired the knowledge to design training programs that directly support business strategy. They will understand how to apply Training Needs Analysis, the Balanced Scorecard, and Kirkpatrick's Four Levels of Evaluation to build measurable, results-driven learning initiatives. Additionally, they will be equipped to engage stakeholders and demonstrate training ROI. This Training Course, delivered by Gentex Training Center, prepares participants to strengthen the link between training and organizational success.

FAQs





Q1 What is the "Linking Training to Organisational Goals" course about?

This course teaches HR and L&D professionals how to align training programs with business strategy. It covers frameworks such as Training Needs Analysis and the Balanced Scorecard, helping participants design learning initiatives that support measurable organizational outcomes.

Q2 What are the key benefits of the "Linking Training to Organisational Goals" course?

Participants gain the ability to justify training budgets, close strategic skill gaps, and demonstrate measurable ROI. The course also strengthens collaboration between training teams and senior leadership on strategic priorities.

Q3 What skills will I gain from the "Linking Training to Organisational Goals" course?

Participants develop skills in strategic training needs analysis, competency mapping, performance measurement, and stakeholder engagement. These skills allow professionals to design training that visibly supports business goals.

Q4 What tools, methods, or standards are covered in the "Linking Training to Organisational Goals" course?

The course covers Training Needs Analysis (TNA), the Balanced Scorecard framework, Kirkpatrick's Four Levels of Evaluation, competency mapping, and ROI calculation methods relevant to strategic training design.

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Q5 How is the "Linking Training to Organisational Goals" course applied in real-world practice?

Participants apply course concepts by building competency maps, designing scorecards, and creating training evaluation plans. These tools transfer directly into daily L&D work, supporting stronger alignment between training and business strategy.

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