TRAINING PROGRAMME

Training management and impact evaluation

hygge
Organizational Mental Health Promotion Project
By João Paulo Pereira

16 HOURS / IN PERSON OR ONLINE

Connect training to real organisational needs, from diagnosis to evaluating its application at work. A programme to design relevant learning paths and demonstrate their contribution rigorously.

Objectives

- Identify needs and formulate learning objectives.
- Plan training resources, methods and follow-up.
- Evaluate learning, transfer and organisational impact.
- Interpret costs and outcomes with explicit assumptions.

Themes and training dynamics

120 min	**Training needs assessment**	Analyse a case and build a needs and priorities matrix.
180 min	**Learning design and planning**	Workshop on objectives, methods, resources and the training schedule.
180 min	**Training management and quality**	Simulate programme coordination and define quality evidence.
180 min	**Assessment and transfer**	Create assessment tools and a workplace application plan.
180 min	**Impact and return**	Use fictional data to examine costs, benefits, ROI and limitations.
120 min	**Integrated project**	Present a training plan, receive feedback and assess learning.

Develop a training plan with learning and impact evaluation.

Training connected to results.

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