



CENTRAL BANK OF EGYPT
Egyptian Banking Institute

Creating a Learning Journey

Human Capital



10502



In-Class



18 hours

Course Description:

Organizations today function in a dynamic and complex environment. Faced with increased competition, expanded regulations, sophisticated technology, and limited resources, organizations must respond to extraordinary demands for quality, productivity, and cost efficiency. Organizations must implement processes to continuously train and develop their most important resource – their people. Through this journey experiences participants will master the concepts, knowledge, and skills necessary to manage a training and development function within an organization.

Target Audience:

- L&D Professions

Course Objectives:

By the end of this course, participants will be able to:

- Develop and propose a business case for training to meet strategic business objectives
- Prepare an appropriate business model for training and development design
- Apply techniques for Training Need Analysis (TNA)
- Analyze cost-benefit and return-on-investment for training and development activities
- Explore the most common training issues such as diversity and inclusion

Course Outline

Module One: Strategic training & its role in continuous learning and

competitive advantage

- Formal training
- Informal learning
- Knowledge management

Module Two: Designing effective formal training activities

- Training design process
 - Six stages
 - Two common types
 - o Instructional System Design (ISD)
 - o ADDIE model

Module Three: TNA Techniques & Stages

- First Stage: Needs Assessment
 - Organizational analysis
 - Person analysis
 - Task analysis
- Second stage: ensuring employees' readiness for training
- Third stage: creating a learning environment
- Fourth stage: ensuring transfer of training
- Fifth stage: selecting training methods
 - Instructor-led classroom
 - Online learning
 - Mobile learning
 - Social learning
 - Blended learning

Module Four: Evaluating training programs

- Training outcomes
- Training designs
- ROI

Module Five: Special training issues

- Cross-cultural preparation
- Managing workforce diversity and inclusion



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Assessment Strategy:

Participants will be informally assessed based on their interaction during sessions and their participation in the group exercises.

Course completion will grant participants:

CEUs

Course Language:

- Training Material: English
- Facilitation: Bilingual

Prerequisites:

None