



IN-HOUSE  
TRAINING  
CAN BE  
ARRANGED

Access Ideas (M) Sdn Bhd

# Training Impact Analysis Workshop

Training is more than just a learning event, it's an investment - but how do you prove its impact? Conducting a training session is just the first step, but what matters is measuring the impact to prove its value and ensuring it actively contributes to business success. In the workshop, you will learn how to evaluate training effectiveness, uncover its real impact and justify the return on investment. This isn't just about ticking boxes; it's about making training a powerful driver of performance and growth.

At the end of this training programme, participants will be able to:

- Identify key steps in training evaluation
- Determine the right parameters to measure success
- Decide on the intended impact level of your training programmes

## Target Participants

L&D Professionals, HR, Trainers, Talent / People Managers and Executives.

## Training Methodologies

This stimulating programme will maximise the understanding and learning of concepts through interactive knowledge sharing, stimulants, breakout group case study discussion, projects and offsession assignments.

## Course Content

### Module 1: Foundations of Training Evaluation

- Why Evaluate Training?
- What is Training Effectiveness?
- Clarity of Training Objectives

### Module 2: Measuring Learning Effectiveness

- Introduction to the (New) Kirkpatrick Model
- Gathering Training Feedback
- Knowledge and Performance Assessments

### Module 3: Evaluating Application and Behaviour Change

- Strategies for Training Transfer to the Workplace
- Behaviour Indicators and Observation Tracking

### Module 4: Business Impact and ROI of Training

- Training and Key Business Metrics
- The ROI Formula
- Performance Data Interpretation & Presentation

*Note: There will be practical hands-on exercise, and bringing your own data would enable real-world learning and application of the key concepts.*

## Trainer Profile

Ahmad Fauzan Othman has been conducting training since 2007 and is an approved lead trainer for HRD Corp Train-the-Trainer Certification Course since 2014. He focuses on training and development topics towards organisational productivity. Over the years he has trained various level of employees from the private and public sector.

Fauzan graduated from Hakodate National Collage of Technology, Japan and worked in the R&D department of a major Japanese electronics company before moving on to Learning and Development as a soft skills trainer. He has served as the Chairman for BNI KL Metro Trainers Council and has also served as the President, Network Education Coordinator and as a Mentor and Mentor Coordinator at the chapter level over the years. Apart from training and teaching, Fauzan is also a writer and independent publisher. His first book on learning management through football entitled "Strategi Berpasukan Untuk Berjaya – Cemerlang & Menang Cara Bola Sepak" was published by PTS Millenia in 2006. His second book, a self-publish effort in 2011 uniquely titled "Rahsia Kyoumi No Chikara" based on a Japanese motivation concept touches on the Power of Interest. In his third book, "51 Aktiviti 'Experiential Learning' untuk Pembangunan Pasukan", he shares his unique games that he uses for his team building programs. He has since written and published many books on various topics such as BMC, Time Management, Management and Leadership, Gamification and other soft skills topics. His publishing set up was invited by PSMB to participate in HRDF's Trainers Conference in 2016.

His list of clients includes a wide range – from MNC companies to government bodies. Among his past participants were, Sime Darby, PERODUA, Molex, Apex Investment, AmMetLife Takaful, SME Bank, BSN, Eraman (Airports Niaga Berhad), UDA Holdings Berhad, LHDN, MPOB, AVON, Kementerian Dalam Negeri, Kementerian Pembangunan Wanita, Keluarga & Masyarakat, UniSZA, and many more