

# Establishing the Value of Training



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## A Proposition

- Two Alternative Views
  - Training Mindset
  - Performance Mindset



- Charles Jennings – Barrier#4
- Work Smarter

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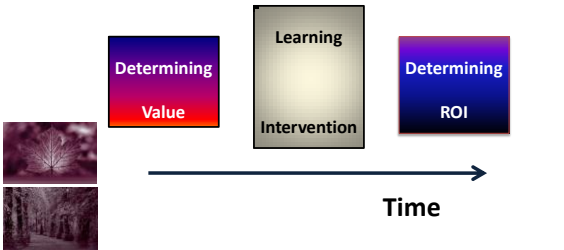
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## The Value of Working Smarter



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### Jack Phillips – the Five Levels of Evaluation

Level 1 – Reaction

Level 2 – Learning

Level 3 – Behaviour

Level 4 – Bus. Impact

Level 5 – RoI

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### A Framework of Reference

Business Value of Skills

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Time to Competence

Time

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So what do you need to know to calculate value?

Just 5 Numbers

or possibly only 3!

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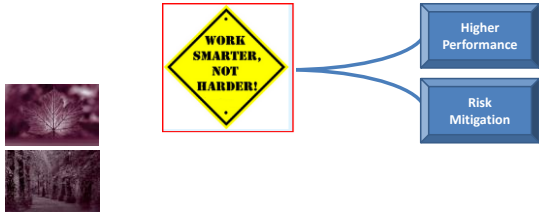
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## Working Smarter – Two Possibilities



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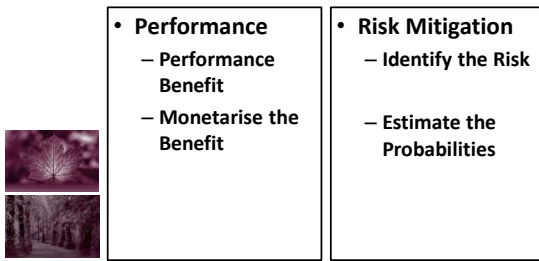
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## The Process



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## Monetarising the Benefit

- Assumption – an employee’s value add is equivalent to the cost of employing them
- Examples
  - The Principle
  - Sales Person
  - Smokers
- Capturing the Benefit



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## Your Turn – a Use Case!

- Your Name – and your Organisation
- Project Overview
- Be ready for the Questions!
- One Golden Rule.....



“I don’t know!” is banned

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## Adopting a Value-Based Approach

	Budgets	Solution Development	Solution Deployment	Post Intervention
Financial Focus	Incurring Costs	Milestones and Costs	Constraining Costs	Did it work?
Value Focus	Generating Value	Value-based Phasing	Achieving Benefits	What's next?



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## So ... Your Views?

- Could it work in your Organisation?
- Could your People handle it?
- Any more Challenges?



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