

MEASURING THE ROI IN HUMAN RESOURCES

An ROI Competency Building Workshop

WORKSHOP OVERVIEW

Today, more than ever, professionals involved in human resources must ensure that projects and programs are fully aligned to the business. As new programs are designed and developed, steps must be taken to ensure that those programs are connected to the business, with the business measures clearly articulated in business objectives. Also, business alignment must be validated on a follow up evaluation. This interactive workshop will focus on the proper methods for achieving business alignment in any type of project or program in three phases.

WHO SHOULD ATTEND

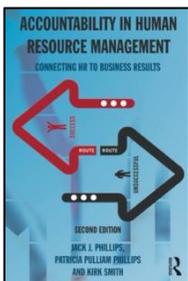
This workshop is designed for anyone who is responsible for implementing HR, learning, and change initiatives and achieving and maintaining business alignment in these projects and programs. Individuals who should attend are, HR Advisors, Learning and Development Managers, Management Development Specialists, Evaluation Managers and Specialists, Performance Consultants, Talent Management Directors, Organizational Development Consultants, and Change Management Consultants.

WORKSHOP LEARNING OBJECTIVES

After completing this session, participants should be able to:

- Describe the connections between needs assessment, objectives, and evaluation.
- Connect proposed programs and solution to business measures before they are implemented.
- Develop multiple levels of objectives including business impact objectives that provide the proper business focus.
- Isolate the effects of the program on specific business measures in a follow-up evaluation.
- Identify the major issues that must be discussed with the client to achieve business alignment.

WORKSHOP MATERIALS



Each participant will receive a detailed workbook which includes tools, resources and case studies; a copy of *Accountability in HR: Connecting HR to Business*, and two job aids.



FACILITATOR

Jack J. Phillips, Ph.D.

Jack Phillips, Ph.D., is chairman of ROI Institute, Inc. He is a world-renowned expert on accountability, measurement, and evaluation. Phillips, a former HR executive, provides consulting services for Fortune 500 companies and major global organizations. The author or editor of more than 100 books, he conducts workshops and presents at conferences throughout the world.

REGISTRATION INFORMATION

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