



ROI (Return on Investment) of Successful Training



09th - 13th February 2026

London - UK

The program can be specially customised to meet the identified training needs of participants and help them contribute to their organizational goals and personal career



Course Overview

An increasing organizational requirement on measuring Return On Investment (ROI) of training mandates training and development professionals to improve their knowledge and skills in developing effective ROI evaluations. This course explores current practices of measuring and evaluating training programs through the ROI process model, and focuses on data collection at various training intervals, isolating strategies for the effects of training and calculating monetary values. The course is delivered in a highly practical and application oriented approach. The classroom practicality is coupled with rich tools, templates and checklists that can be adapted for use within participants' organizations

Course Aims & Objectives: Upon completion of the course, participants will be able to:

- Measure the impact of training on more than one level of evaluation
- Identify methods used to collect data during and after training programs
- Demonstrate appropriate methods in isolating the effects of training
- Tabulate monetary values of training in terms of benefits and costs
- Calculate and interpret return on investment of training

Training Methodology

This training course will utilise a variety of proven adult learning techniques to ensure maximum understanding, comprehension & retention of the information presented. This includes stimulating presentations supporting each of the topics together with interactive trainer lead sessions of discussion. There will also be many practical sessions where participants can practice and experience course-related activities. Practical and fun exercises, short video presentations, small group work, case studies and feedback will be used to facilitate learning

Who will Attend?

This course is highly recommended virtually to anyone who works in training departments including *specialists & analysts*. Also, it is designed for all training team members who want to benefit their organisations including: Administrators, officers, team leaders, managers, business partners. Also, the course will benefits Training and Development professionals who are involved with measuring the impact of training within an organization. Moreover, the course can develop the following skills & tasks:

- Planning and organizing
- Training needs assessment and analysis
- Evaluation of training
- Deciding and initiating action
- Target Competencies
- Persuading and influencing
- Presenting and communicating
- Applying expertise and technology
- Analytical thinking

Course Contents

Introduction to Training Evaluation

- Training evaluation: meaning and purpose
- Benefits of training
- Tangible benefits Vs. Intangible benefits
- Framework for Evaluation
- Return on investment (ROI) formula
- Criteria for an effective ROI process
- Evaluation levels and chain of impact
- The ROI model and process
- Common formulas
- Benefit cost ratio (BCR)
- Barriers to ROI implementation

Converting Training Results into Monetary Values

- Benefits in monetary terms
- Hard and soft data
- General steps to convert data
- Monetary savings in quality and time
- Training program costs
- Major cost categories
- Fully loaded approach
- Calculating ROI and reporting findings
- Workshop: calculations and interpretations
- Suggested training ROI report outline

Isolating the Effects of Training

- Potential causes of improved productivity
- Methods and techniques
- Control groups
- Trend line analysis and forecasting
- Stakeholder estimates

prize will be awarded to the best participant at the end of course

Data Collection at Various Intervals

- During training courses
- Objectives the foundation of measurement
- Measuring reaction and satisfaction
- Measuring learning
- After training courses
- Questionnaires and surveys
- Interviews and focus groups
- On-the-job observations
- Performance data
- Action planning and follow-up assignments

Case studies: Implementation in Organizations

- Case study 1: evaluating a safety training program
- Case study 2: evaluating a leadership training program
- Case study 3: evaluating a soft skills training program

Belbin Test: identifies people's behavioral strengths and weaknesses in workplace and helps:

- Individuals establish productive working relationships
- Select and develop high-performing teams
- Raise self-awareness and increase personal effectiveness
- Identify talent in the workplace and share problem solving works
- Understand different role personality types play in how a team functions
- Increase proper communication to enhance teamwork

Which Belbin Team Roles do you fulfil?





Corporate \site visit

Corporate & site visit to one of London’ international organizations might be arranged to enable participants exchange experience with corporate professionals with regards to ROI issues in training. Also, it would be great chance for professional networking and building up connections in UK. The visits are subjects to availability based on participants’ number and their wish to make use of this opportunity

Course Details

Course Title	“ ROI (Return on Investment) of Successful Training ”
Pre- Schedule:	09 - 13 February 2026
Timings:	09:00 AM - 03:00 PM
Fees per participant	£ 4,700 GBP
Venue:	London - United Kingdom Thistle Marble Arch Hotel
Course fees Include:	<ul style="list-style-type: none"> ■ Completion Certificate upon successful attendance & participation ■ Documentation & handout copies USB memory stick and full training kit bag ■ 2 pick up arrangements from and to London airports ■ Refreshments and coffee breaks ■ Belbin test charges ■ Special discount for accommodation @ Thistle Hotel if needed. ■ Assessment, recommendation letter and follow up after course ■ Action plan to help participants on personal career level

For further details, please contact
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