

Measure the Impact of your Management Development Programme

Would you like to measure the effectiveness of your training on performance and business results?

Based on 6 years experience of evaluating major programmes for a range of public and private sector, educational and international clients, the ROI Academy has produced a solution to value and measure Management Development programmes.

The solution measures the change in a delegate's performance and the value of that change to the organisation. (Also known as Kirkpatrick Levels 3 and 4 Evaluation).

What's involved?

An online assessment for each delegate is completed (approx 15 minutes per person).

YOU receive a 10 page report on each delegate's performance AND an overall report summarising the impact of the programme. All complete with charts and graphs.

As an added bonus, each delegate is benchmarked against the National Occupational Standards for Management and Leadership on which our evaluation is based.

What are the top 5 benefits?

1. See how training has impacted performance
2. Receive an up-to-date picture of management capability
3. Know where you need to improve to stay ahead of the competition
4. Use the results to engage the business on performance issues
5. Measure and prove the success of future training programmes

BONUS FEATURE:

*each report
benchmarks delegates
against the National
Occupational Standards
for Management and
Leadership*

There is an option for further analysis to identify where you can get the most cost-effective performance improvement through training.

How does the benchmarking against the National Occupational Standards fit in?

We have licensed the use of the National Occupational Standards (NOS) from the Management Standards Centre. We evaluate the assessment answers against a model of ideal performance derived from these standards.

What are the costs?

Individual assessments are £10 per person

The summary report is £50

Minimum order: 20 delegate assessments + 1 summary report = £250 + VAT.

What do I do next?

Fax the Order Form to 01491 411665 or email details of your order to info@roiacademy.co.uk

www.roiacademy.co.uk

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Our approach

This assessment uses the four categories for managing people as defined within the NOS. The categories are:

- Managing Self – personal organisation and effectiveness
- Providing Direction – the key to leading others and delivering results
- Facilitating Change – a prime skill for most managers today
- Working with Others – the skills and attributes needed to manage a team and work with peers and senior managers.

Reporting

The report is in three sections and comprises a mixture of charts and written analysis.

Section 1 looks at the change in behaviours exhibited by the delegate in each of the categories. Actual Performance vs Ideal Performance is identified in each of the four categories.

Section 2 reviews Actual vs Benchmark Performance. How well the individual is performing in relation to benchmarks. Again, the detail looks at each attribute in the National Occupational Standards Model.

Section 3 recommends which of the behavioural and skill areas will potentially add the most value when improved.

Examples of some of the charts within the report:



