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COMPANY PROFILE



To all those
who believe in
Training and its
power...

A MESSAGE FROM THE CEO

Training is not just a passion! It's a mission in life to develop people!



The success or failure of **BLACKBIRD** Training is based on what impact & impression we leave at the end of each course.

Learning environments should always be safe & comfortable! This is why we tell our clients that one should learn with respect, dignity & prestigious! Our global training team is selected to respect your language & culture.

So, the training language can vary from English to French to Arabic.



We ask you what do you know about the topic. Then we ask you what do you want to learn about the topic. Only then, we kick up the course with new knowledge & learning activities.

Following this path, we started, years ago,
with yes-we-can attitude. Now, we say: "Yes, we did!"

Sincerely yours,

Cem Kadri

About

BLACKBIRD Training

Who we are

BLACKBIRD Training

believes in continuous development with respect and prestige. Training and non-formal education are key methods to build and develop nations.

Our records, in Training & Development, go back to 2001. What we do is to enable individuals and organizations to make training more sensible and applicable to work.

Our services were proven to be successful in both private and public sectors as well as NGOs. It is so because our professional staff and trainers customize each and every course according to the needs and the level of every client.

Our values

- Continuous Improvement
- Respect clients & needs
- Equal opportunities
- Learn with dignity & flexibility (via own language & level)

Our vision & mission

To be your strategic training partner and boost your performance upwards.

Although we do it right from the first time for our clients; we are more diligent to keep it right forever. Your trust and positive impression are very dear to us; our global team is so keen to answer all your needs in the right time and manner.

Our Training Philosophy

Training/consulting is usually related to Job description, performance appraisal, or maybe wish list. We deliver our training programmes based on problems and challenges at work. We integrate the clients' vision in our programmes so that it fits more into the context. This is why we are very flexible with the clients; we follow their needs rather than following our well-designed and pre-set outlines.

Although our training programmes are based on modern training technologies, we follow Socrates': "I cannot teach anybody anything. I can only make them think". How you think is the key to how you behave and perform.

Our services

International Training Programmes

Our training programmes involve all your senses. This dictate using applicable knowledge through some mini-workshops and learning activities. We design our programmes to be competency-based.

What is competency?

It's the combination of Skill, Knowledge and Behaviour; one component on its own is not enough. We focus on building specific competencies leading to high performance.

In every training programme, we offer:

- Mini-workshops – How to apply it to your work; what works and doesn't? And Why?
- Best Practices and latest updates
- Case studies, success stories as well as failure stories
- Modern application through IT programmes and/or mobile applications
- Share top and recent 3 book titles in this field

In-house Training & Consulting



A. In-house Customized Training

Based on your own Training Needs Assessment (TNA) & your vision, we start offering you trainable solutions. If your TNA results are not ready, we do one remotely with a zero-cost; because we care about offering them the right solution.

We do focus on building up the capacity of the staff. Having specific deliverables to our in-house training programmes makes our impact clear and steady for our clients.

B. Needs Assessment/Gap Analysis

For our HR/Training, we prepare practical toolkit to be implemented in your organization. The objective of this tool kit is to identify and develop the best needs assessment tool. You can use this tool or we can come and do it for you to save your time & efforts. The final result of this assessment should be an annual training plan for your organization.

C. Business Solutions

In many cases, training and workshop is not the only solution for your organization. This is why we expand our services to touch upon your policies, processes, and procedures.

Our business consultants have got great experience in consulting only not training.

Our Trainers

ABDUL HAMID MALAS
Degree
Cisco Certified
Expertise Area
IT & Business Operations
Professional Certification
CCNA, USA

ALAN LEE
Degree
PHD
Expertise Area
Leadership & Administration
Professional Certification
London Metropolitan
University

ALI MOUSHLI
Degree
Master
Expertise Area
Electronics & GSM
Professional Certification
Baku Echo Energy
University, Azerbaijan

IBRAHIM ALHARIRI
Degree
PHD
Expertise Area
Project Management & IT
Professional Certification
California University

KEVIN DAHI
Degree
BA MMKG
Expertise Area
Marketing & Branding
Professional Certification
George Brown College

MAHER AL-JARRAH
Degree
PHD
Expertise Area
Human Resources
Professional Certification
London Metropolitan
University

MAIDA KADDAH
Degree
Master
Expertise Area
International Law
Professional Certification
Vrije Universiteit

AMMAR BIAZID
Degree
MBA PMP ITIL
Expertise Area
Project Management & IT
Professional Certification
Higher Institute of Business
Administration

CARRIE PADDOCK
Degree
BSC
Expertise Area
International Law
Professional Certification
Vanderbilt University,
Tennessee, USA

FAHD ZATARI
Degree
Master
Expertise Area
International Law
Professional Certification
Damascus University

NEIL BARKLEM
Degree
MBA, FRSA
Expertise Area
Business Development
Professional Certification
Business Development
Babson College, USA

OMAR MARDINI
Degree
MBA
Expertise Area
Finance & Accounting
Professional Certification
University of Bordeaux,
France

FARHAN DAHI
Degree
MA
Expertise Area
Banking
Professional Certification
Bordeaux University

FERAS KADRI
Degree
MSC
Expertise Area
Human Resources
Professional Certification
University of Reading, UK

HANI ABBAS ABDULLA
Degree
M.P.M
Expertise Area
Administration
Professional Certification
University of Pune

RANIA ALOULABI
Degree
MBA
Expertise Area
Human Resources
Professional Certification
Arab Academy for Science
and Technology

TARIK ALBITAR
Degree
PHD
Expertise Area
Public Relations
Professional Certification
Kocaeli University

WISSAM AL MOUSTAFA
Degree
DBA
Expertise Area
Human Resources
Professional Certification
European University,
Switzerland



WHERE WE ARE



48 CITIES

Our Cities



Europe

Amsterdam, The Netherlands
Barcelona, Spain
Berlin, Germany
Brussels, Belgium
Geneva, Switzerland

Innsbruck, Austria
Istanbul, Turkey
Köln, Germany
Lisbon, Portugal
Liverpool, UK



Asia

Baku, Azerbaijan
Bangkok, Thailand
Hong Kong
Jakarta, Indonesia



London, UK
Madrid, Spain
Manchester, UK
Marbella, Spain
Milan, Italy



Kuala Lumpur, Malaysia
Quanzhou, China
Singapore
Sri Lanka
Tokyo, Japan



Munich, Germany
Napoli, Italy
Paris, France
Prague, Czechia
Rome, Italy



Trabzon, Turkey
Venice, Italy
Vienna, Austria



Middle East

USA

- Amman, Jordan
- Aswan, Egypt
- Bahrain
- Beirut, Lebanon
- Cairo, Egypt
- Casablanca, Morocco



Boston, USA

Florida, USA



- Dubai, UAE
- Kuwait
- Muscat, Oman
- Salalah, Oman
- Sharm El-Sheikh, Egypt
- Tunisia

Los Angeles, USA



Sidney, Australia

Our 20 Training Categories



BLACKBIRD MANAGEMENT & ADMIN COURSES

- Finance & Accounting
- Human Resources
- Management & Leadership
- Marketing, Sales, Client Care
- Media & Public Relations
- Professional Skills
- Project Management
- Quality Management
- Secretary & Admin
- Supply Chain & Logistics

BLACKBIRD TECHNICAL COURSES

- Customs & Safety
- GSM & Telecom Engineering
- Health & Safety
- Hospital Management
- IT & IT Engineering
- Legal
- Nationalization & 2030
- Oil & Gaz Engineering
- Special Workshops

Our 20 Training Categories

BLACKBIRD INTERNATIONAL CONFERENCE

- Leadership & 2030 Vision Realization
- Leadership & Management for Hospitals
- Managing the Training Function for New Training/HR Managers
- Modern Concepts of Quality Management for 2030
- Modern Procurement, Negotiation & Contract Management for 2030
- Project & Risk Management towards better Compliance
- Risk Management in the Modern World
- The Art of Event and PR Management in the Next 10 Years
- The UK Experience in Managing Support Services for Hospitals
- Upcoming Crisis and Conflict Management for 2030



BLACKBIRD MANAGEMENT & ADMIN COURSES

- Finance & Accounting
- Human Resources
- Management & Leadership
- Marketing, Sales, Client Care
- Media & Public Relations
- Professional Skills
- Project Management
- Quality Management
- Secretary & Admin
- Supply Chain & Logistics



BLACKBIRD FINANCE & ACCOUNTING

COURSES

- Accounting and Finance for Professionals
- Accounting for non-Accounting Managers
- Advanced Financial Statements Analysis
- Corporate Governance Principles, Policies and Best Practices
- Effective Budgeting & Operational Cost Control
- Enhancing the Skills of Financial Statements, Preparation and Analysis
- Estimating, Budgeting, Cost Control & Value Engineering
- Finance for non-finance Managers
- Finance, Risk Management & Corporate Governance
- Financial Analysis Modeling and Forecasting
- Financial Management for Non-Financial Professionals
- Financial Risk Manager (FRM)
- Financial Statements, Preparation and Analysis Masterclass
- Fraud Prevention - The Complete Programme
- Implementing Corporate Governance in Banks
- International Financial Reporting Standards (IFRS) and Updates
- Key Account Management
- Mini-MBA for Accounting (5 days)
- Mini-MBA for Accounting (10 days)
- Mini-MBA for Finance (5 days)
- Mini-MBA for Finance (10 days)
- Principles of Accounting and Finance
- Professional Governance, Risk and Compliance (GRC)
- The A - Z of Budgeting
- The Full Programme of Anti-Money Laundering (AML)
- Treasury and Cash Management for Professionals
- Value Engineering & Cost Control

BLACKBIRD HUMAN RESOURCES

COURSES

- Advance Dynamics of Certified Recruitment
- Advanced Performance Management Concepts
- Advanced Procedures for Personnel and Organizational Development
- CERTIFIED Manpower Planning
- CERTIFIED Training Professional
- Dynamics of Compensation & Benefits Principles
- Dynamics of Performance Management Principles
- Dynamics of Training & Development Principles
- Employee Relations Certified Specialist
- Executive Mini MBA in HR
- HR for Non-HR Managers
- Improving Manpower Planning and Training Management
- Interpersonal Skills for the HR Professionals
- Leading Strategies in HR
- Managing the Training Function (Certified Training Manager/Trainer)
- PHRi Preparation Program
- Performance Management & Career Path
- Principles of Performance Management
- Principles of Recruitment and Selection
- Principles of Training & Development
- Strategic Human Resources for HR Professionals
- The Advanced Strategies in Human Resources (5 days)
- The Advanced Strategies in Human Resources (10 days)
- The Advanced Strategies in Recruitment and Selection Principles
- The Essentials of Compensation & Benefits Principles
- The Essentials of Human Resources
- Writing Policies & Procedure for HR and Organizations

BLACKBIRD MANAGEMENT & LEADERSHIP COURSES

- ADVANCED INVESTMENT ANALYSIS AND MANAGEMENT
- CERTIFIED LEADING MANAGER
- Creative Supervisory leadership
- Driving Performance through Senior Manager & Leadership
- Dynamics of Middle Leadership Management
- Enhancing the Skills of Supervisory leadership
- Modern Supplier Management, Development & Optimization
- Public Speaking & Presentation Skills for Leaders
- Strategic Planning & Operational Crisis Management for Managers & Leaders
- The Art of Supervisory Leadership
- The Essentials of Supervisory Skills (A - Z)
- The advanced Strategies of New Manager / Leader

BLACKBIRD MARKETING, SALES, CLIENT CARE COURSES

- Customer Management (Awareness, Acquisition and Retention) Master Class
- Customer Service Excellence and Mindset (Customer Recreation)
- Effective Brand Management
- Effective Marketing Management & Research methods
- Mini-MBA in Sales Management (5 days)
- Mini-MBA in Sales Management (10 days)
- Sales & Sales Management for Professionals
- Sales Management Best Practices
- The Complete Program of Marketing, Communications and Media Planning
- The Essentials of Sales & Marketing Skills
- The advanced Strategies in Sales & Marketing

BLACKBIRD MEDIA & PUBLIC RELATIONS COURSES

- Building Effective Media Relations
- The Complete Program in Event and PR Management
- The Essentials of Public Relations and Administration Communication Skills
- The Management of Marketing Campaigns in Public Organizations
- The complete program in Event and PR Management



BLACKBIRD PROFESSIONAL BUSINESS SKILLS COURSES

- Advanced communication at work environment
- Communication Skills for professionals
- Communication and presentation Skills for professionals (TOT)
- Communication, Coordination and Leadership
- Corporate Business Development Professional
- Creativity and the 6 Thinking Hats
- Crisis and Conflict Management
- Emotional Intelligence for Managers
- Leadership & vision Realization
- Leadership Development; Self-Awareness, Skills & Strategies
- Linking Planning to Organizational Goals
- Modern Trends in Monitoring & Evaluation
- Modern Trends in Strategic Planning
- Planning & Organizing for Managers
- Problem solving and Decision-Making Best Practices
- Report Writing and Communication skills for Managers
- Risk Management Professional (RMP)
- Stress & Time Management for Managers
- The Advanced Strategies in Organizing & Team Building
- The Advanced Strategies in Planning
- Women's Leadership in Workplace
- Measure What Matters

BLACKBIRD PROJECT MANAGEMENT COURSES

- Advanced Strategies for Project Manager
- Applied Project Management for Oil & Gaz
- Managing Metrics and KPIs in Projects
- New Project Manager (Certified)
- PMO Key Initiative Full Overview
- Project Cost Estimating, Budgeting and Value Engineering Skills
- Project Risk Management and Compliance
- The Essentials of Project Manager Skills
- Value Analysis, Value Engineering and Waste Elimination



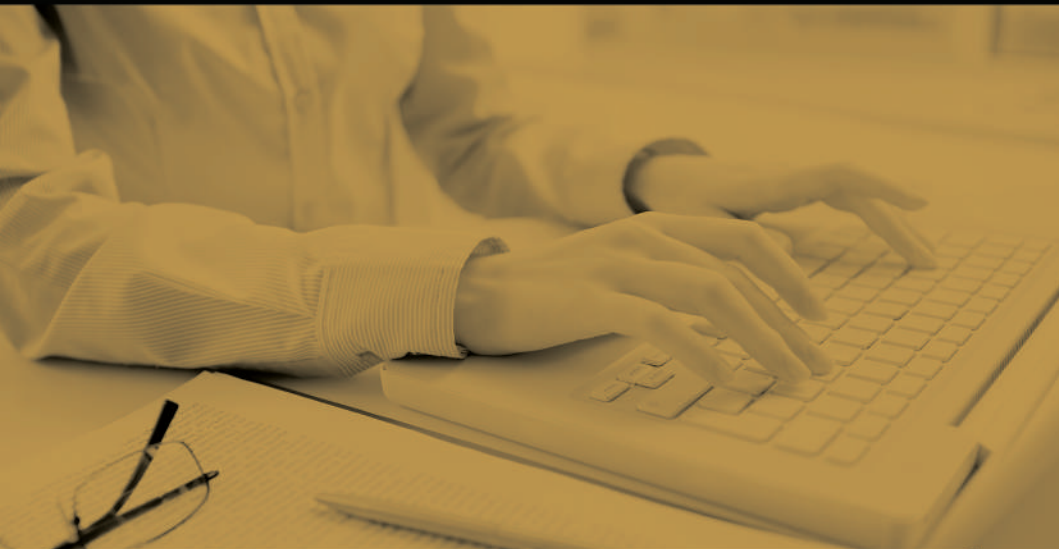
BLACKBIRD QUALITY MANAGEMENT COURSES

- Effective QA/QC Management
- Leading Strategies in Six Sigma
- Lean Six Sigma Green Belt Certification Programme
- Mini MBA in Quality Management
- Mini MBA in Quality Management TOM
- Strategic risk management in insurance
- TQM Smart tools for Continual Improvement
- The Essentials of Total Quality Management
- The Advanced Strategies in Total Quality Management



BLACKBIRD SECRETARY & ADMIN COURSES

- Advanced Secretary Skills
- Effective Secretary & Communication Skills
- Leading Strategies in Office Management
- Office Management & Communication Techniques
- The Essentials of Secretary Skills



BLACKBIRD SUPPLY CHAIN MANAGEMENT & LOGISTICS COURSES

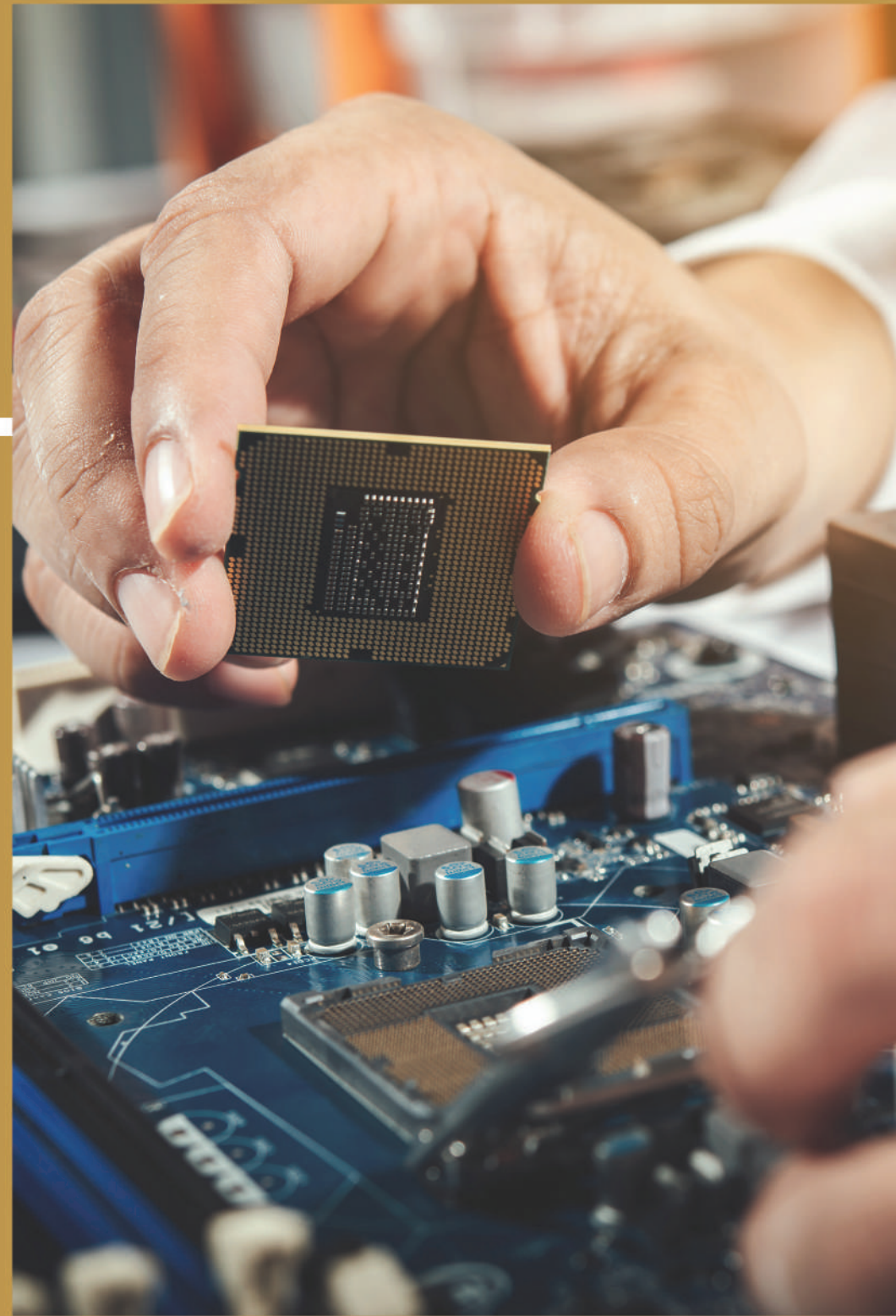
- E-Procurement & Purchasing Management
- Effective Warehouse Management
- The A - Z of Facility Management
- The A - Z of Logistics Management
- The A - Z of Supply Chain Management
- The A - Z of Warehouse Management
- The Complete Course on Purchasing Management
- The Essentials of Procurement Management Skills
- The advanced Strategies in Facility Management
- The advanced Strategies in Logistics Management
- The advanced Strategies in Procurement, Negotiation, Contract Management
- The advanced Strategies in Supply Chain Management
- The advanced Strategies in Warehouse Management



BLACKBIRD

TECHNICAL COURSES

- Customs & Safety
- GSM & Telecom Engineering
- Health & Safety
- Hospital Management
- IT & IT Engineering
- Legal
- Nationalization & 2030
- Oil & Gaz Engineering
- Special Workshops



BLACKBIRD CUSTOMS & SAFETY COURSES

- Customs Valuation: Valuation Concepts & Transaction Value
- Harmonized System - Agriculture & Agri-food
- Harmonized System - Art and Jewelry
- Harmonized System - Chemicals
- Harmonized System - Industry & Construction
- Harmonized System - Textiles
- International Customs,
Shipping Documents and Shipping Role Players
- Rules of Origin
- Single Window - Practitioners
- Single Window - Managers
- Transfer Pricing



BLACKBIRD GSM & TELECOM ENGINEERING COURSES

- Advanced Satellite Communication Systems & IP in Modern Networks
- Advanced Satellite Communication Systems Planning and Coordination
- Fundamental of VSAT Systems
- Telecommunication system engineering



BLACKBIRD HEALTH & SAFETY COURSES

- Dynamics of Behaviour-Based Safety
- Environmental Management Certificate
- NEBOSH IOG
- NEBOSH International Oil & Gas Certificate Syllabus
- OSHA: Occupational Safety and Health Administration Standards
- Safety Technology & Risk Management
- The Complete Programme of Health & Safety Management & Measurement



BLACKBIRD HOSPITAL MANAGEMENT COURSES

- Applied Project Management for Hospitals
- Applied Supply Chain & Logistics Management for Hospitals
- Applied Warehouse Management for Hospitals
- Driving Performance through Administration & Secretary for Hospitals
- Dynamics of HRM for Healthcare/Hospital Professionals
- Effective Healthcare Communication, Public Relations & Engagement
- Excellence in Patient Experience and Involvement
- Facility Management (Operation & Maintenance)
- Fundamentals of Medical Billing and Coding
- HRM for Allied Health & HealthCare Professionals
- Health Care Management & Administration (MHA)
- Heating, Ventilation and Conditioning (HVAC) for Hospitals
- ISO 14971 - Risk Management of Medical Devices
- Improving Patient Experience and Involvement
- JCI Accreditation Orientation & Facility Management Application
- Mini-Master of HealthCare Administration (MHA)
- Pathway Orientation to JCI Accreditation for Hospitals
- Physician & Nurse Recruitment & Selection Advanced
- Strategic Healthcare Management (HA)
- The Oxford Programme in Budgeting for Hospitals

BLACKBIRD IT & IT ENGINEERING COURSES

- Comprehensive Course; Amazon Web Services (AWS)
- Digital Transformation & Innovation
- Documents and Record Control master class
- Introduction to Data
- Introduction to Machine Learning
- Leading Strategies in IT Project Management
- Mac Apache, MySQL, PHP - Development Workshop
- Quality Systems in IT Management
- The Essentials of EDMS, E-Archiving
- The Essentials of IT Management Excellence
- The Ultimate OS X Administration Workshop
- The complete program of Documents and Record Control
- Troubleshooting and Maintenance - Mac OS X
- Uninterruptible Power Supply (UPS)
- Web Development
- IT Engineering Internet of Things (IoT)
- The Security of Connected Medical Devices & Cyberattacks

BLACKBIRD LEGAL COURSES

- Certified Professional Contract Manager (Advanced)
- Contract Management and Negotiation Skills Master Class
- Contract Management, Negotiation and Legal Drafting Skills Master Class
- Effective FIDIC Contracts Management for professionals
- Leading Strategies in Resolving Contractual Claims and Disputes (FIDIC Claims)



BLACKBIRD NATIONALIZATION & 2030 VISION COURSES

- Comprehensive Workshop on How to Realize 2030 Vision
- How to Generate Money from the Public Sector
- Privatization; Shifting from Public to Private Sector
- Smart Hire & Fire Towards Nationalization
- Strategic Planning through Challenges of 2030 Vision
- The advanced Strategies in Manpower Planning for Nationalization
- Improving Public Sector Productivity through Prioritization, Measurement and Alignment



BLACKBIRD OIL & GAZ COURSES

- Fundamentals of Mechanical Technology
- Maintenance, Planning, Scheduling & Control
- Oil and Gas Processing Flow Measurement
- Petroleum Trading & International Law
- Power Generation: Turbines, Boilers, Co-Generation, Combined Cycle, Wind & Solar Power
- Process HAZOP
- Process Plant Start Up, Commissioning & Troubleshooting
- Rotating Equipment Optimization with Continuous Reliability Improvement (CRI)



BLACKBIRD **SPECIAL** COURSES

- Achieving Performance Excellence through Benchmarking
- Board Members & Corporate Directors Certification Program
- CMA Part 1: Financial Reporting, Planning, Performance, and Control
- CMA Part 2: Financial Decision Making
- Certified Chief Financial Officer (CFO) - The Complete Programme
- Digital Strategies for Business
- Food & Beverage Management Professional
- Good Manufacture Practices (GMP) for Products & Hardware
- Housekeeping Supervisor Professional Training
- Insurance and Risk Management for Senior Professionals
- Modern Trends in Fashion Designing
- Organizational Development and Institutional Structures
- Practical Real Estate Sales
- Professional Retail Math Formulas & Retail Management
- Quantity Surveyor
- The Art of Stakeholders Management
- The Power of Leaderless Organizations;
- The Starfish and the Spider



Our Clients



MANNAI CORPORATION

MANNAI Trading Company WLL, Qatar



OXFAM

Oxfam GB International Organization, Yemen



AFRICAN UNION ADVISORY BOARD ON CORRUPTION, Tanzania



NAJM For Insurance Services Company, KSA



EKO Electricity Distribution Company, Nigeria



قطر غاز QATARGAS

QATARGAS, Qatar



Capital Markets Authority

Capital Markets Authority, Kuwait



مؤسسة قطر Qatar Foundation

Qatar Foundation, Qatar



Fourth Dimension Art, KSA



Ministry of Interior Kingdom of Saudi Arabia, Ministry of Interior, KSA



اللجنة العليا للمشاورات والتوصيات Supreme Committee for Delivery & Legacy

Supreme Committee for Delivery & Legacy, Qatar



Gulf Petrochemical Industries Company (GPIC), Bahrain



Qatar National Bank (QNB), Qatar



National Training Fund, Oman



AQALAT STC subsidiary, KSA



BPKH
Badan Pengelola Keuangan Haji
BADAN PENGELOLA KEUANGAN Haji, Indonesia



OIIDDIYA Investment Company, KSA



Hamad Medical Corporation, Qatar



STC Solutions, KSA



Saudi Electricity Company, KSA



Gulf Business Machines, Bahrain



Research Products Development Company, KSA



هيئة تنظيم الكهرباء - عمان
AUTHORITY FOR ELECTRICITY REGULATION, OMAN
Authority for Electricity Regulation, Oman



مجموعة الصناعات الوطنية (القيصرية)
National Industries Group (Holding), Kuwait



OLAYAN Saudi Holding Company, KSA



Oman Broadband Company, Oman



DALEEL Petroleum L.L.C., Oman



Sahar ASKALAN Legal Advocacy & Consultancy (SAlegal), Omana



NESMA Partners, KSA | Bahrain



ENI CORPORATE UNIVERSITY, Italy



AL AHLI
مستشفى الخفجي الأهلي
AL KHAFJI NATIONAL HOSPITAL, KSA



General Organization for Social Insurance, KSA



North Oil company, Qatar



Tamkeen Technologies, KSA



General Marketing & Services Representative for IBM WTC, Qatar



TAONIA Energy, KSA

Now, it's time to take an action!
You are invited for a complimentary
Workshop on:

MANAGING THE TRAINING FUNCTION

Where: Radisson Blu Hotel, Sisli – Istanbul, Turkey
When: 24th – 26th May 2020

The objective of this workshop:

- To address your organizational training needs individually
- Set up your Training Needs Assessment (TNA) together
- Prepare an initial annual training plan & budget for your organization
- Respond to all your questions and challenges



The official course name & content:

Managing the Training Function (Certified Training Manager/Trainer)

The training function in HR is key and strategic.
Learn how to manage such a function professionally!

Introduction

Training departments carry a major responsibility in the organizations which focus on developing employees' knowledge and skills for current and future business needs. Being in charge of a training department requires an understanding of a number of concepts like management, strategy, policies, budget, evaluation and technology. The 'Certified Training Manager' course covers such important topics and provides participants with the knowledge and tools to survive the ever-growing demands placed on the training function.

Course Objectives

- Describe the key roles and responsibilities of training departments
- Develop a training department mission statement with key result areas and key performance indicators
- Establish a comprehensive training strategy which includes training policies, procedures, and training plans
- List important steps for developing and administering training budgets
- Identify methods for evaluating the training function
- Conduct a cost benefit analysis for training activities
- Prepare business requirements for a Learning Management System (LMS) and list the necessary system selection steps

Course Outlines

Developing the internal Training Capacity

- Select & recruit internal trainers for your organization
- Prepare Train-of-Trainer materials for your organization
- Master your training & presentation skills
- Class management
- Adults learning vs. child learning
- Shared learning principle

Managing a training department

- Defining management
- Key management functions
- Personal assessment and development plan
- Role of the training department in an organization
- Conducting a 'PEST' and 'SWOT' analysis
- Devising a training strategy
- Training department mission statement
- Identifying key result areas
- Training department key performance indicators
- Marketing the training function within your organization
- Training and development roles
- Structure of a training department

Mapping training policies, procedures and training plans

- Importance of training policies
- A look at common training policies
- Drafting training policies
- Components of a training plan
- Partnering with training providers

Establishing a training budget

- Whose responsibility is it
- Budget types and techniques
- Measurement, metrics and budget data
- Eight steps to creating your budget
- Tips for defending your budget
- Examples of training budgets

Evaluating the training function

- Reasons for evaluating the training function
- Key performance indicators
- Deciding on indicators
- Monitoring and reporting

Measuring employees' satisfaction of the training function

- Evaluation methods
- Developing the training function's satisfaction survey
- Evaluating transfer of behaviour
- Conducting a cost/benefit analysis
- Reporting return on investment
- Presenting your findings

Selecting and implementing a LMS

- Purpose and importance of LMS
- Existing types and technology
- Common features
- Business requirements
- Defining the selection process
- Examples and comparison of LMS

Selecting and implementing a LMS

- Applying Training Needs Assessment TNA
- Make an Annual Training Planning
- Differentiate in your plan between technical & non-technical training, educated & non-educated, new & old employees
- How to build your own internal training capacity

Contact us

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Istanbul

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www.blackbird-training.com



We invite you
to consider
BLACKBIRD as
your strategic
training partner