BLACKBIRD FOR TRAINING

Managing and Coordinating Training: Strategies for Success

15 – 19 March 2027
Milan (Italy)

UK Traininig
PARTNER



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Why This Course

Effective training management is essential for building capable teams and driving organizational performance. It's not just about delivering sessions—it's about ensuring that learning initiatives are aligned with business goals, address real performance gaps, and deliver measurable results.

This intensive 1-week program is designed to provide a complete, practical understanding of the training cycle. From identifying needs to evaluating impact, participants will gain the tools and confidence to manage training programs that create real value within their organizations.

What You'll Learn and Practice

By joining this program, you will:

- Understand how training supports organizational strategy and performance.
- Conduct structured training needs assessments to identify priorities.
- Design effective and engaging training programs.
- Coordinate and deliver training sessions with confidence.
- Evaluate training effectiveness and measure return on investment.
- Manage training logistics and resources efficiently.

The Program Flow

Day 1: Strategic Training Management

- Understanding the role of training in achieving business objectives.
- Exploring the full training and development cycle.
- Applying adult learning principles and understanding learning styles.
- Aligning training initiatives with organizational strategy.

Day 2: Training Needs Assessment

- Conducting structured needs assessments.
- Identifying performance gaps and root causes.
- Prioritizing training requirements based on impact.
- Defining clear and measurable training objectives.



Day 3: Designing Training Programs

- Applying instructional design models and frameworks.
- Developing engaging and relevant training content.
- Selecting appropriate delivery methods.
- Creating training materials and supporting resources.

Day 4: Coordinating and Delivering Training

- Managing training logistics, schedules, and resources.
- Preparing an effective learning environment.
- Facilitating training sessions with confidence and clarity.
- Handling challenges during training delivery.

Day 5: Evaluating Training Effectiveness

- Applying evaluation models to measure training success.
- Assessing learning outcomes and workplace application.
- Calculating the value and impact of training initiatives.
- Improving training programs through continuous evaluation.

Individual Impact

- Strengthen your ability to manage training programs end-to-end.
- Improve your skills in designing and delivering effective learning experiences.
- Enhance your analytical capabilities in evaluating training impact.
- Build confidence in handling training coordination and challenges.

Organizational Impact

- Align training initiatives with business needs and priorities.
- Improve employee performance through targeted learning programs.
- Increase the effectiveness and value of training investments.
- Support a culture of continuous learning and development.

Training Methodology

This program emphasizes practical, hands-on learning through:

- Real-world case studies and training scenarios.
- Interactive discussions and group exercises.
- Workshops focused on design, delivery, and evaluation.
- Tools and templates for immediate application.



Beyond the Course

By the end of this program, participants will be equipped with the knowledge and tools to manage training programs effectively and strategically.

They will return ready to:

- Develop structured training plans based on real needs.
- Design and deliver engaging training sessions.
- Evaluate and demonstrate training impact.
- Continuously improve learning initiatives within their organization.

This course enables professionals to transform training management into a strategic function that supports performance, capability development, and long-term success.

