

How to unveil the hidden value of Learning & Development?

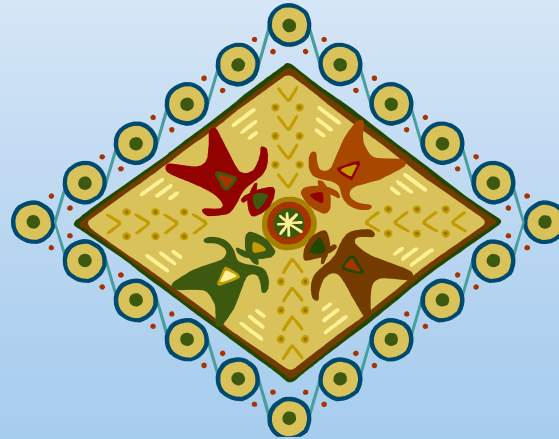


智享会
HR Excellence
Center



Learning Objectives

Share real life stories of learning & development program and help with evaluation strategies and application.



Agenda

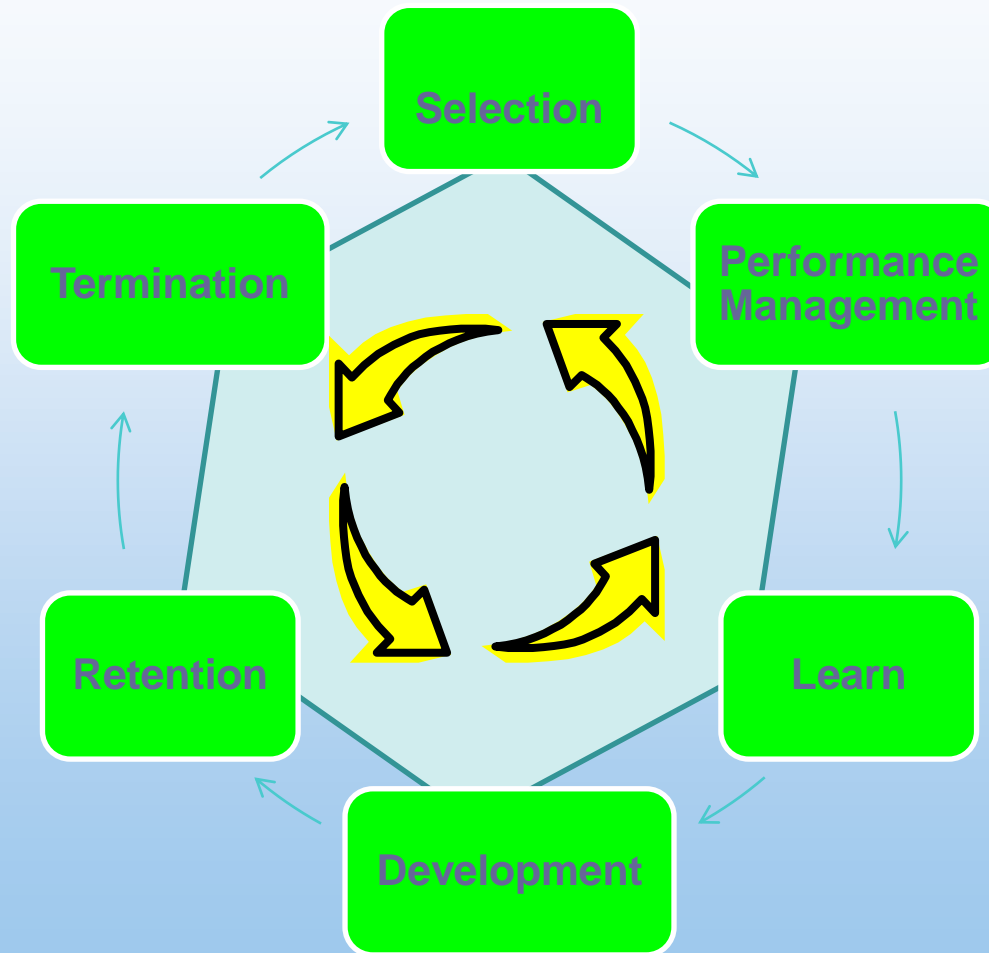


How does the best learning & development practice look like?

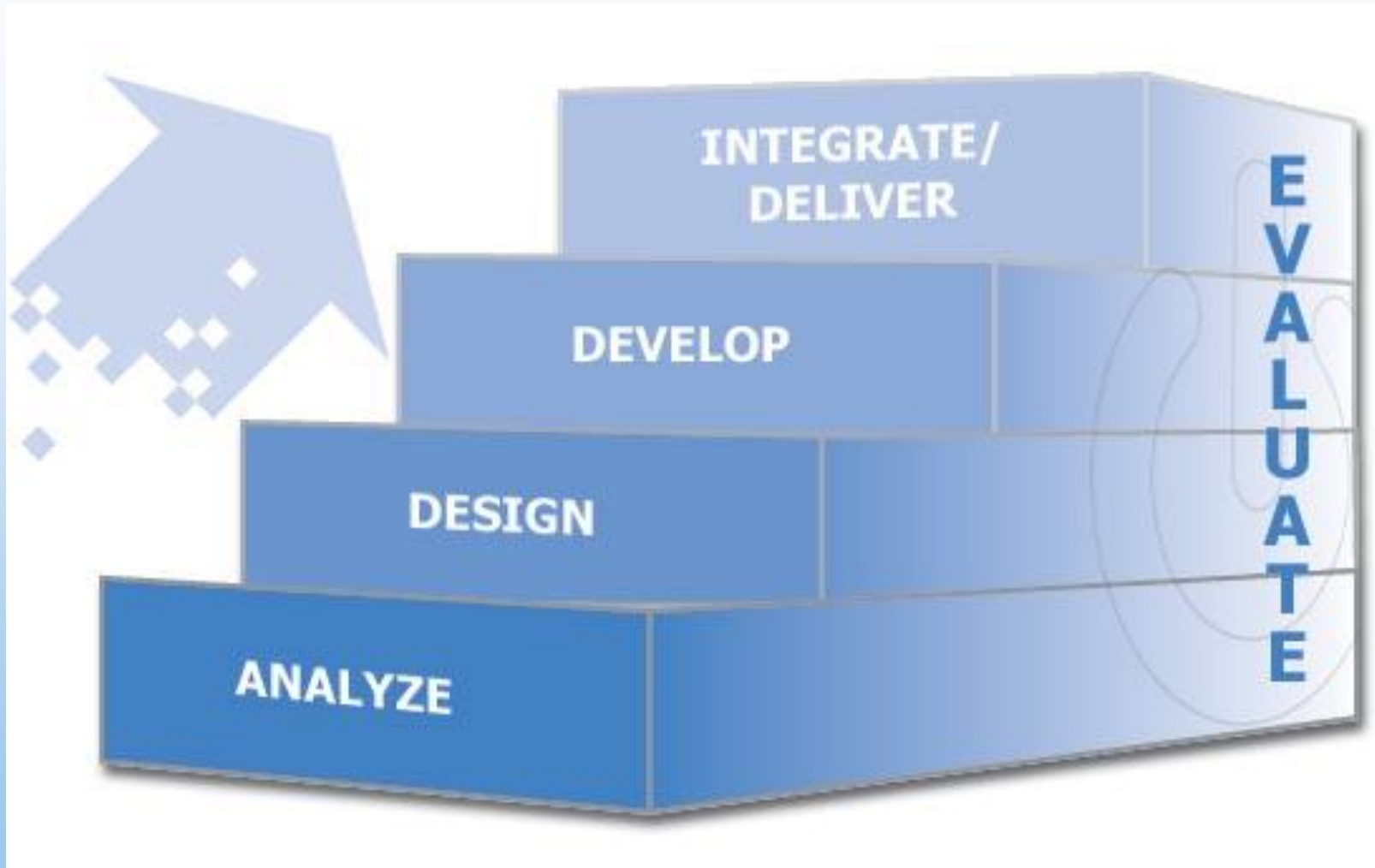


ASTD Best Practice definition: Award winners show that they are BEST at Building talent, Enterprise-wide, Supported by the organization's leaders, fostering a Thorough learning culture.

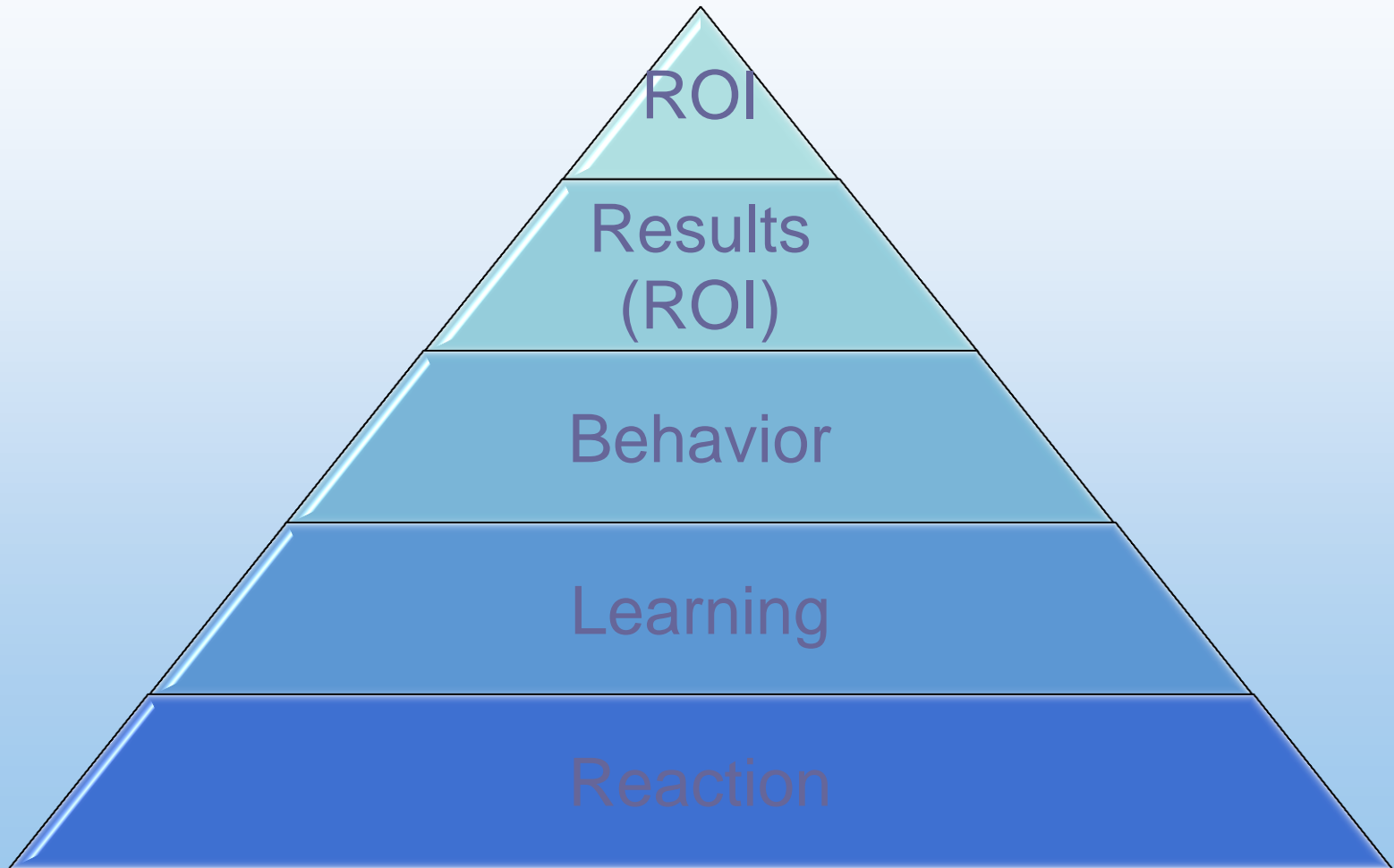
HR Management Circle



Why do we need tell L&D impact?



How to tell L&D impact?



A case show - background

One traditional leadership development program in company A.

The program has run for several batches and L&D function is expected to be creative and create business & performance impact.

Internal program management and partner with vendor



How Did We Do?



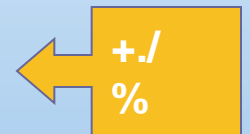
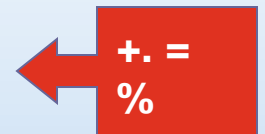
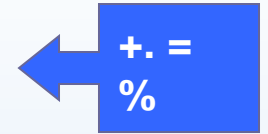
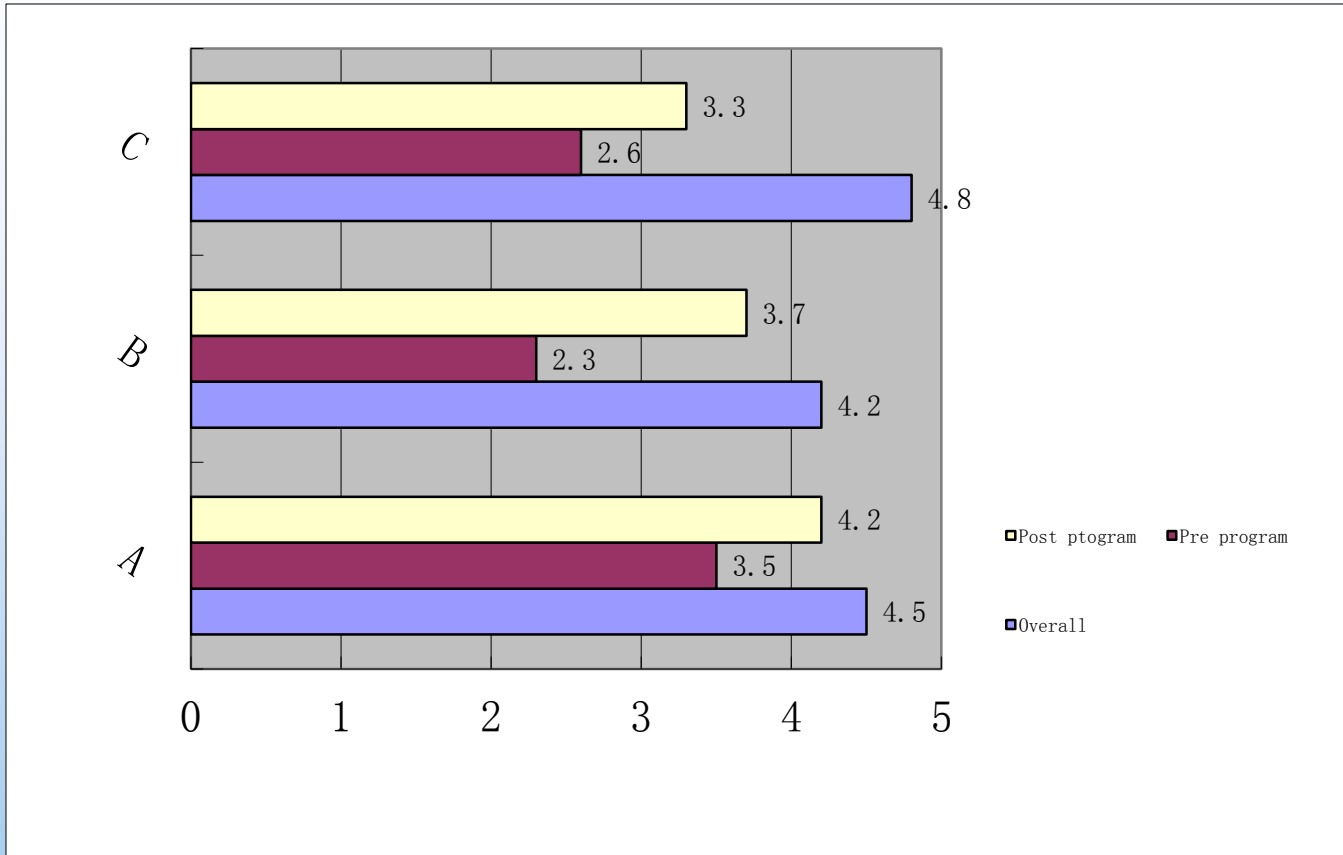
Program futures:

- Intensive classroom work
- Country application (Several strategies project) & case studies
- Personal leadership sessions
- Communication coaching
- Cross-Company Learning Session
- Exchange Forum with program Alumni

L&D evaluation strategies is part of the program

- Monitoring on overall effectiveness, usefulness and relevance for D&D enhancement
- Pre & post program skill evaluation
- Peer feedback
- Strategic project updates & adoption

Build Talents - skill development pre and post program



Increase

How to apply evaluation with talents' performance?

	Improved from rate 3	Repeate rate 4/3	Repeated rate 5/4	Grand Total	Participants Nos
Group 1					
Group 2					
Group 3					
H/C Grand Total					

Analysis results:

- 1.
- 2.
- 3.

How to apply evaluation with talents' retention - Retained & Left After Program



	RETENTION				
	Left =1 Yr	Left = 2 Yrs	Left=3 Yrs	Retained	Grand Total
Group 1					
Group 2					
Group 3					
H/C Grand Total					
Talent turnover %					
Company turnover %					

Analysis results:

- 1.
- 2.
- 3.

How to apply evaluation with talents' career development? - Promoted after Program

Promo after Program					
	1st Year	2nd Yr	3 rd Yr	Grand Total	Participan ts Nos
YR 1					
YR 2					
YR3					
Grand Total					

Analysis results:

- 1.
- 2.
- 3.