LEARNING & DEVELOPMENT

Learning Impact Investigation 2030: Evidence-Based Training Effectiveness, Analytics & ROI Masterclass

Build an evidence-based approach to measuring what training changes, from learning and workplace behaviour to business impact and ROI.



DURATION	2 days	DELIVERY	Public or in-house

Why this programme

This two-day masterclass helps HR and learning teams connect development programmes to organisational goals. Participants explore evaluation models, practical evidence collection, learning analytics and executive reporting, with an emphasis on credible measures of learning value.

What participants will learn

01 Define measurable learning and performance objectives linked to business needs.

02 Apply Kirkpatrick evaluation and Phillips ROI concepts, including costs, benefits and credible assumptions.

03 Collect evidence of learning, behaviour change and organisational impact.

04 Present learning insights through executive reports, scorecards and dashboards.

Who should attend

HR business partners, L&D managers, Training specialists, Talent and organisation development, Learning leaders.

How you will learn

Facilitated workshops, learning evaluation case studies and ROI calculation practice connect the models to real organisational questions. Discussion focuses on credible evidence and clear executive reporting.

Detailed programme

Day 1 | Building an Evidence-Based Learning Measurement Framework

01 The Future of Learning Evaluation 2030

- Examine the changing role of learning and development in the AI era.
- Consider the limits of traditional evaluation and trends in evidence-based measurement.
- Align learning with organisational performance and a culture of learning impact.

02 Designing Learning with Business Outcomes in Mind

- Define the business problem before designing the training intervention.
- Translate learning objectives into performance objectives and measurable success indicators.
- Link competency development to organisational KPIs and establish evidence requirements.

03 Learning Evaluation Models & Training ROI Methodology

- Apply Kirkpatrick's four levels and the Phillips ROI methodology.
- Identify training costs and examine cost-benefit analysis and ROI calculations.
- Make assumptions explicit and consider the credibility of the evidence used.

04 Learning Analytics & Evidence Collection

- Select quantitative and qualitative evidence relevant to the learning question.
- Identify performance indicators and understand learning analytics fundamentals.
- Design dashboards that communicate meaningful learning evidence.

PRACTICAL APPLICATION

Connect a business problem to performance objectives, evidence needs and an appropriate evaluation approach.

Plan your training with ISDS

Discuss fees, trainer arrangements and delivery options for your team.

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Detailed programme

Day 2 | Measuring Business Impact, ROI & Executive Reporting

05 Measuring Learning Effectiveness

- Assess knowledge acquisition, competency and practical skills.
- Select assessment methods and validation tools for the intended learning outcomes.
- Explore digital assessment and AI-powered evaluation within the measurement process.

06 Evaluating Behaviour Change in the Workplace

- Evaluate how participants apply learning after the programme.
- Use observation and manager evaluation to assess workplace behaviour.
- Combine behavioural scorecards with performance tracking.

07 Measuring Organisational Impact

- Connect training with productivity, quality and cost-related outcomes.
- Consider customer satisfaction and employee engagement indicators.
- Examine innovation and capability measures when assessing organisational impact.

08 Executive Reporting & Learning Dashboards

- Present learning evidence through executive reports and scorecards.
- Use dashboard design, data visualisation and clear storytelling for management audiences.
- Develop recommendations supported by the evidence and its limitations.

PRACTICAL APPLICATION

Bring learning, workplace behaviour and organisational results together in an executive reporting framework.

HRD Corp claimable training is arranged through Orange Revolution. Confirm programme eligibility and claim arrangements with ISDS before booking.

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