

HUMAN RESOURCES | COURSE BROCHURE

Training Evaluation and ROI of Learning

5 days | Classroom training | English

SMART HORIZON

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Explore current programmes

https://smart-horizon.eu



Course content

Why attend

Leaders increasingly ask what training actually achieves. This course teaches practical methods to evaluate learning programmes, from reaction and learning measures to behaviour change, business impact and return on investment, including data collection, isolating effects and reporting results credibly.

Learning teams that can show impact secure budgets and influence. You will learn evaluation methods that are rigorous yet practical.

Professional Problems This Course Is Designed to Solve

• Difficulty translating subject knowledge into practical workplace decisions.
• Inconsistent approaches to the activities covered in the course outline.
• Lack of a structured plan for applying and reviewing new skills.

Course methodology

Evaluation design exercises, data collection tools, ROI calculation practice and case studies.

Course objectives

By the end of this course, participants will be able to:
• Explain evaluation models and levels
• Design evaluation plans before programmes start
• Measure behaviour change on the job
• Link learning to business results
• Calculate return on investment
• Report evaluation results to stakeholders

Target audience

This course is suitable for:
• Learning and development professionals
• Training managers
• HR business partners
• Instructional designers
• Finance partners for HR



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Target competencies

Participants will develop competencies in:

- Evaluation design
- Data collection
- Impact analysis
- ROI calculation
- Reporting

Course outline

Day 1: Evaluation Foundations

09:00–10:08	Why evaluate
10:08–11:00	Evaluation models
11:00–11:30	**Coffee break**
11:30–11:45	Evaluation models (continued)
11:45–12:53	Common barriers
12:53–14:00	Exercise

Day 2: Planning Evaluation

09:00–10:08	Objectives and measures
10:08–11:00	Data sources
11:00–11:30	**Coffee break**
11:30–11:45	Data sources (continued)
11:45–12:53	Evaluation plan
12:53–14:00	Workshop

Day 3: Behaviour and Impact

09:00–10:08	Measuring transfer
10:08–11:00	Business impact
11:00–11:30	**Coffee break**



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11:30–11:45	Business impact (continued)
11:45–12:53	Isolating effects
12:53–14:00	Exercise

Day 4: ROI

09:00–10:08	Costs and benefits
10:08–11:00	ROI calculation
11:00–11:30	**Coffee break**
11:30–11:45	ROI calculation (continued)
11:45–12:53	Intangible benefits
12:53–14:00	Case study

Day 5: Reporting

09:00–10:08	Evaluation reports
10:08–11:00	Stakeholder communication
11:00–11:30	**Coffee break**
11:30–11:45	Stakeholder communication (continued)
11:45–12:53	Improving programmes
12:53–14:00	Action plan

The timings provided are estimates and may vary depending on the number of participants and the discussions taking place during the sessions. They are indicative only and do not constitute a binding commitment.



Course content

Dates, venues and fees

Current published course plans. Fees are per participant in EUR, excluding unconfirmed taxes.

Venue	Start date	End date	Fee (EUR)
Kuala Lumpur Confirmed dates	16 Nov 2026	20 Nov 2026	**€1,450.-**
Online Confirmed dates	16 Nov 2026	20 Nov 2026	**€1,250.-**
Cape Town Confirmed dates	7 Dec 2026	11 Dec 2026	**€1,890.-**
Online Confirmed dates	7 Dec 2026	11 Dec 2026	**€1,250.-**
Rome Confirmed dates	11 Jan 2027	15 Jan 2027	**€2,450.-**
Online Confirmed dates	11 Jan 2027	15 Jan 2027	**€1,250.-**
Dubai Confirmed dates	1 Feb 2027	5 Feb 2027	**€3,150.-**
Online Confirmed dates	1 Feb 2027	5 Feb 2027	**€1,250.-**
London Confirmed dates	15 Feb 2027	19 Feb 2027	**€2,450.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	15 Feb 2027	19 Feb 2027	**€1,250.–**
Amsterdam Confirmed dates	8 Mar 2027	12 Mar 2027	**€2,540.–**
Online Confirmed dates	8 Mar 2027	12 Mar 2027	**€1,250.–**
Rome Confirmed dates	29 Mar 2027	2 Apr 2027	**€2,450.–**
Online Confirmed dates	29 Mar 2027	2 Apr 2027	**€1,250.–**
Frankfurt Confirmed dates	19 Apr 2027	23 Apr 2027	**€2,650.–**
Online Confirmed dates	19 Apr 2027	23 Apr 2027	**€1,250.–**
Dubai Confirmed dates	10 May 2027	14 May 2027	**€3,150.–**
Online Confirmed dates	10 May 2027	14 May 2027	**€1,250.–**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
London Confirmed dates	24 May 2027	28 May 2027	**€2,450.-**
Online Confirmed dates	24 May 2027	28 May 2027	**€1,250.-**
Rome Confirmed dates	14 Jun 2027	18 Jun 2027	**€2,450.-**
Online Confirmed dates	14 Jun 2027	18 Jun 2027	**€1,250.-**
Istanbul Confirmed dates	5 Jul 2027	9 Jul 2027	**€2,650.-**
Online Confirmed dates	5 Jul 2027	9 Jul 2027	**€1,250.-**
Cape Town Confirmed dates	26 Jul 2027	30 Jul 2027	**€1,890.-**
Online Confirmed dates	26 Jul 2027	30 Jul 2027	**€1,250.-**
Dubai Confirmed dates	16 Aug 2027	20 Aug 2027	**€3,150.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	16 Aug 2027	20 Aug 2027	**€1,250.-**
Vienna Confirmed dates	30 Aug 2027	3 Sept 2027	**€2,940.-**
Online Confirmed dates	30 Aug 2027	3 Sept 2027	**€1,250.-**
Barcelona Confirmed dates	20 Sept 2027	24 Sept 2027	**€2,840.-**
Online Confirmed dates	20 Sept 2027	24 Sept 2027	**€1,250.-**
Cape Town Confirmed dates	11 Oct 2027	15 Oct 2027	**€1,890.-**
Online Confirmed dates	11 Oct 2027	15 Oct 2027	**€1,250.-**
Vienna Confirmed dates	1 Nov 2027	5 Nov 2027	**€2,940.-**
Online Confirmed dates	1 Nov 2027	5 Nov 2027	**€1,250.-**



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Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Barcelona Confirmed dates	22 Nov 2027	26 Nov 2027	**€2,840.-**
Online Confirmed dates	22 Nov 2027	26 Nov 2027	**€1,250.-**
Paris Confirmed dates	6 Dec 2027	10 Dec 2027	**€2,860.-**
Online Confirmed dates	6 Dec 2027	10 Dec 2027	**€1,250.-**

Plan your next step

Dates, availability, exact venue, taxes, inclusions and payment terms require written confirmation. This brochure is not a quotation, registration, booking confirmation or visa invitation. Participants receive a Smart Horizon certificate of attendance; programmes are not externally accredited and do not award a professional qualification or designation. Confirm arrangements before booking travel.

For group or in-house training, contact our learning team to discuss your objectives and delivery arrangements.

Contact Smart Horizon

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View the latest course details online