

# Key Performance Indicators For Every Stage of Your Training Program

## Program Manager



Many training programs are run by a single program manager, or a small team dedicated to bringing sweeping changes through professional development to large workforces.

This task can be hard on its own, but for most program managers, it can be difficult to take a step back and understand objectively the strengths and weaknesses of your training program.

Whether your program is brand new or already an effective change agent, the potential it has to impact your organization in a meaningful way is always high.

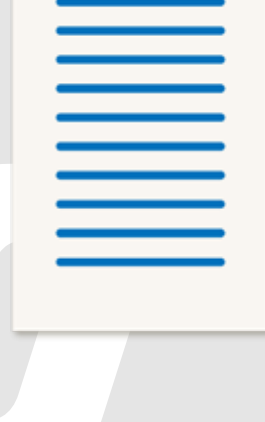
## There's no cap to the ROI that effective training can bring.

Here are a few levels we've identified, so you can see where your training program is at, and work on moving to the next level!

### Stage One: The Emerging Program

In this phase, your program is just getting off the ground and starting to bring change to your organization. There aren't many strategic initiatives you've pulled off yet, but you're working to make sure employees know about your program and are turning to it for their learning needs.

*Success Indicators: Course launches, LMS logins, and other usage metrics*



### Stage Two: The Strategist

In this stage, you've become more intentional in your training, and started aligning training to your strategic initiatives. Employees are more likely to turn to your training program for their own learning needs.

*Success Indicators: Requests for training from managers, LMS logins, a training process that includes a planning phase to align training to business challenges*



### Stage Three: The Game Changer

In this stage, your training is bringing in real results from training – training isn't just being aligned to business goals, it's also a crucial part of helping your organization achieve those business goals.

*Success Indicators: Strong leadership support, strong awareness of your training program, support from managers in implementing training.*



### Stage Four: The Tactician

In this stage, training is seen by your organization as a strategic benefit to your organization. Leaders are actively promoting training and attribute many successes to your training efforts. The training process is in-depth, and training reinforcement is a crucial part of this process. You have a learning culture, where employees understand that personal development is an expectation.

*Success Indicators: Conversations with leadership about expanding your program, strong feedback, business success attributed to your program*



### Stage Five: The Training Master

In this stage, your program is an effective change agent and a strategic function that solves business challenges. You have accurate and reliable ROI claims, and your training process includes measurements along every phase of the learning process, from strategic decision-making, to measuring reaction to training, to measuring the ROI of your training efforts.

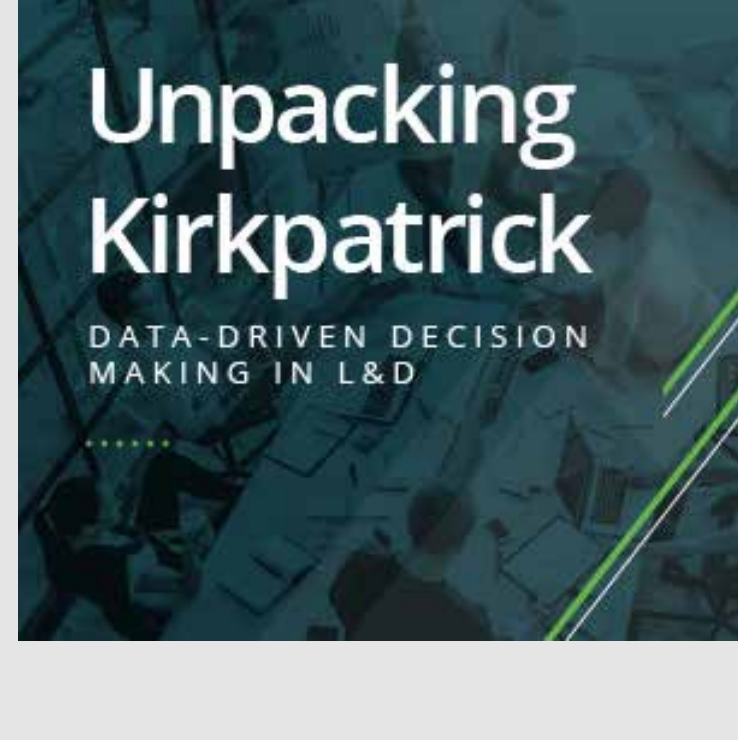
*Success Indicators: Provable ROI based on well-known evaluation methods (like the Kirkpatrick Model), increasing bank of actionable training data.*



## Your learning program is full of potential no matter what stage it's in.

With the right strategy, and a focus on continual improvement, you can reach the next phase, and deliver more value to your organization.

### Ready to level up your training program? Check out these free resources!



## No matter where your program is, it's tough to do it on your own. Want to see what a dedicated learning partner can do for your training program?

Request a demo with one of our product experts, and see how our award-winning learning technology solutions pair with our dedicated client success team to help you achieve your desired outcomes!

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