

Igniting the Inner Fire

Kirkpatrick® Levels 3 and 4 Workshop

Program Description

Training is still “on trial,” charged with incurring expenses in excess of the value it provides to the organization. Training must reinvent itself and transcend the classroom.

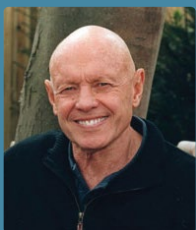
Attend this hands-on workshop to learn tactics for building programs and initiatives that enhance on-the-job performance and impact the bottom line. The information and activities included in this workshop focus on specific tactics at Levels 3 and 4. You will learn ideas that all professionals can implement in their own organizations.

Whether you are new to learning and development or an industry veteran, this workshop will teach you the newest and most powerful ways to implement the four levels, directly from the creators of the Kirkpatrick Model.

Performance Objectives

After this program, you will be able to:

- Define the true desired result for any program or initiative
- Determine specific tactics to influence on-the-job behavior for a program or initiative
- Integrate elements that enhance on-the-job behavior and bottom-line results into a program planning process



Kirkpatrick's four levels is the best I've ever seen in evaluating training effectiveness. It is sequentially integrated and comprehensive. It goes far beyond 'smile sheets' into actual learning, behavior changes and actual results, including long-term evaluation. An outstanding model!

Stephen R. Covey
Author, *The 7 Habits of Highly Effective People*

The Kirkpatrick Model

LEVEL 4

Results

The degree to which targeted outcomes occur as a result of the training and the support and accountability package

LEVEL 3

Behavior

The degree to which participants apply what they learned during training when they are back on the job

LEVEL 2

Learning

The degree to which participants acquire the intended knowledge, skills, attitude, confidence and commitment based on their participation in the training

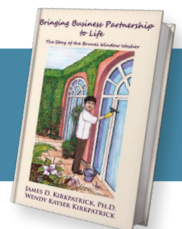
LEVEL 1

Reaction

The degree to which participants find the training favorable, engaging and relevant to their jobs

Complements the Book

Bringing Business Partnerships to Life



Program Agenda

Prework

- Introduction to the New World Kirkpatrick Four Levels®

Program

The Basis of Training Value

- The Kirkpatrick Model
- Reasons to evaluate
- Return on expectations

Unlocking the Power of the Four Levels

- The end is the beginning
- Required drivers
- Leading indicators

Case Example

Application Planning

Follow-Up Resources

- Free online resources guide



Who Should Attend?

This is a basic to intermediate program appropriate for the following types of professionals:

- Training managers and directors
- HR managers and specialists
- Instructional design leads
- Leaders of training-related initiatives
- Trainers
- Training specialists
- Training contractors and providers
- Training consultants

Participants who attend with their key business partners obtain maximum business results.

There are no prerequisites for this program. This program provides the foundation for understanding how to create business value. If your goal is to learn how to create and implement a full plan, attend the Kirkpatrick Four Levels® Evaluation Certification Program - Bronze Level.

Participant Testimonials

Jim took what we have been hearing about for years and presented in a nice, neat package that was easy to understand, see the big picture. I can't wait to put this to practical use.

Cindy DiLauro
Signet Jewelers, Inc.



I learned a lot about ways to evaluate training beyond metrics and surveys, but I was also pleased to learn and observe Jim's tips for delivering in-person training with anecdotes, activities, and real-world application. It was wonderful.

Briana Johnson-Sims
OverDrive, Inc.



Have Questions?

Contact us for assistance in selecting the right programs for you.



Additional Information

Visit the [Igniting the Inner Fire web page](#)