



The ROI Skill Building Program

Workshop and Support
That Gives You an Overview
of the ROI Methodology



Overview

Today, when designing new HR initiatives, steps must be taken upfront to connect those to precise business metrics, and the initiative's success measures need to be well defined.

This interactive ROI Skill Building Program will focus on achieving structured business alignment and developing a measurement plan for any type of initiative. Participants will apply the concepts to an actual program or project. The ROI Skill Building Program will cover all 12 steps of the ROI Methodology, providing participants with a clear understanding of the method, its usage, relevance, and importance in their own ability to create and show tangible value.

Who Should Attend?

This workshop is designed for anyone responsible for implementing HR, learning, and change initiatives and achieving and maintaining business alignment in these projects and programs. Individuals who should attend are HR Advisors, Learning and Development Managers, Management Development Specialists, Evaluation Managers and Specialists, Performance Consultants, Talent Management Directors, Organizational Development Consultants, and Change Management Consultants.

Practitioners and leaders with limited time who want proficiency in best-in-class measurement and evaluation capability and;

- Are responsible for significant programs with strategic objectives and/or high visibility.
- Are highly motivated to deliver measurable business-aligned outcomes.
- Want to gain hands-on experience to clearly link their programs to measurable business KPIs.
- Are unable to commit to a 5-day program.

Duration and Format

2-days or online equivalent Hybrid (part online and part in-person)*

**The program format may be changed to a 100% online format based on covid regulations or other considerations.*

At completion you will earn

- 16 CPD hours
- Basic Skill Building Badge in People Analytics (IHRP)
- ROI Skill Building Certificate (ROI Institute)

Facilitators

Highly qualified professionals, authorized by the ROI Institute.

Objectives

- Identify the drivers for ROI
- Identify the five levels of outcome evaluation
- Make the business case for ROI
- Address issues of data collection, isolating the effects of the program, and converting data to money
- Develop program objectives at multiple levels
- Explain to clients how ROI works
- Identify 7 to 12 guiding principles
- Describe the 12 steps in the ROI Methodology
- Plan next steps

Program Experience

The 2-day ROI Skill Building Program covers concept, discusses case studies, and provides hands on application of the ROI Methodology. Participants share their experiences very actively in these sessions. All participants are expected to apply the concepts to a real-life project they are working on.

Included

Materials

- A detailed e-workbook with tools, resources, and case studies
- Two job aids

Coaching

Up to 2 hours of group coaching.

Requirements

Participants should be prepared to apply the framework to real life projects they are working on. Participants will submit a short project at the completion of the workshop.

Investment: SGD 1,395 + GST

Registration and Payment

Registration and payment will be via IHRP webpage, click [here](#).

Login to IHRP.sg > Click on Skills Badge "Apply Now" > Click on "Badge Name" drop-down list > Select the ROI Skill Building Workshop in People Analytics Make payment. If you do not have an IHRP login, please sign up for free.



See you soon.

AARTHA

Aartha enables organizations to understand the impact their programs and initiatives have. Using well-proven frameworks and methodologies to clarify progress and increase transparency, Aartha defines success metrics, designs for outcome, measures progress, and articulates value in each stage of an initiative, pre-design to post implementation. This approach uncovers an initiative's value and surfaces important uncommon insights. Learn more at aartha.sg.

ROI INSTITUTE*

ROI Institute, Inc. helps organizations evaluate the success of projects and programs. The main process, the ROI Methodology, is the most used and implemented evaluation system in the world. We provide workshops, consulting, coaching, briefings and presentations, research, and benchmarking. ROI Institute operates through a network of partners and associates. Aartha is the Asia-Pacific Regional Partner to ROI Institute. Learn more at roiinstitute.sg.

More information, links, and resources can be found on the program landing page, click [here](#).

Please, write to us with your questions: aartha.sg/contact or contact us directly:

- Anindita Sharma, asharma@aartha.sg, +65 9172 3354.
- Karin Karlsson, karin@aartha.sg.

Privacy and Data Protection

Anyone who needs the skills to measure the impact of learning and performance improvement programs should become certified. Individuals who need to demonstrate the ROI and business impact of other initiatives such as human

resources, quality, process improvement, organizational change, and technology implementation will also benefit.

Re-scheduling, No-Show, Cancellation Policy

A candidate who cancels no later than ten (10) calendar days before the scheduled program start date will receive a full refund less \$80 administrative fee. Any bank charges resulting from the refund will be borne by the candidate.

A candidate whose ROI Program attendance has been confirmed, but does not reschedule, cancel, or attend the ROI Program will be considered a 'no-show' and will forfeit all Program Fee. This Program cannot be rescheduled to another date.