



**MALTA STOCK EXCHANGE
INSTITUTE**

**TOWARDS
A BRIGHTER
FUTURE**



Calculating the Return on Investment from Training and Development

Course No 178

Training and Development into Human Resources represents a significant investment that is made by all organisations, be this at induction stage, as well as during the course of employment. Like all investments made, the question always arises as to whether the investment made is providing the necessary return that was expected, irrespective of who was provided with such training and development opportunities. During this training session we will be looking at determining the need for training and development, and identifying and evaluating the different alternatives for training and development employees. Attendees will also understand the assessment of the cost and benefits of the selected alternative(s) and measuring the return on investment. Post-evaluation of training and development and evaluating further points of consideration will also be addressed.

Areas to be covered:

Determining the need for training and development; recognising the skills gap

Identifying and evaluating the different alternatives for training and development

Evaluating all relevant costs and benefits involved from the selected alternative(s)

Measuring the return on investment: short-term and long-term return and the broader effect on the organisation

Post-evaluation of training and development

General Information

Time: 09:00 - 12:00
Venue: Online
Level: Introductory

Schedule

Duration: 3 hours
Dates: 14 June

Target Audience

This course is aimed at HR managers and practitioners, business owners and employers.

Registration fee: **€95 per participant**

- Full time student (50% discount)
- Senior citizen (50% discount)
- Group booking of 4 or more applicants from the same Organisation (10% discount)

Applications are to be made by clicking the **'apply now'** button and completing the online application process.

Malta Stock Exchange Institute Ltd.

Garrison Chapel,
Castille Place,
Valletta VLT 1063,
Malta

website: www.borzamalta.com.mt
email: msei@borzamalta.com.mt
tel: +356 21 244 051

Lecturer

Robert Delia



Robert Delia is an experienced HR Specialist and a warranted, international trainer with over 25 years' experience in HR management and training in various business areas. Robert is an MBA graduate with a Certificate in Managing People, both obtained from the Henley Business School. Moreover he holds a Bachelor of Commerce and a Bachelor of Arts (Hons) in Business Management from the University of Malta.

Apart from having worked within various entities within the public sector for over 20 years, Robert has held various HR and management roles within the telecomms, marine, FDI, IT, call centre, retail, utilities, recruitment, financial services and real estate industries. In all these industries, Robert has had the opportunity to develop extensive career experience working with very reputable organisations and covering not only Human Resources Management, but also Strategic, Financial and Commercial Management.

Cheques to be made payable to: Malta Stock Exchange Institute Ltd.

Payments by bank transfer

Bank: Bank of Valletta plc
IBAN Code: MT04VALL22013000000040025119059
IBAN BIC: VALLMTMT

Kindly insert your NAME, SURNAME, ID CARD NUMBER and COURSE NUMBER in the transaction narrative.

This application is to be accompanied by payment or proof of payment by bank transfer.