

Training 2010

Class Exercise for Department Managers

Aligning Courses to Company Strategy

Course mapping is a useful tool for determining whether your organization's training programs are addressing the organization's strategies. Have department managers work through a course map to stimulate discussion. Ask the participants to create their own course map before class, and then work through it as a group. Use the individual course maps to create a macro-scale view of how the current training courses address corporate strategy and direction.

Starting the Conversation

A common way to start the conversation about learning outcomes is to begin with a review of the mission statement for the organization. This process should help generate a comprehensive list of ideas and suggestions for learning outcomes that can then be refined and narrowed.

Remember that the list of learning outcomes can always be reviewed and revised as the need arises or as new developments occur in the discipline.

Course Mapping

In essence, a course map consists of a table with two axes, one pertaining to tangible strategies or plans, and training programs:

Program Learning Outcomes	Program 1	Program 2	Program 3	Program 4
Strategy 1				
Strategy 2				
Strategy 3				
Strategy 4				