

# KIRKPATRICK FOUR LEVELS® EVALUATION

## CERTIFICATION PROGRAM - SILVER LEVEL

Live Online Version

### PROGRAM DESCRIPTION

Kirkpatrick silver level certification provides the structure and support you need to successfully execute a complete program evaluation plan. Its blend of cutting-edge skills and ongoing support begins with a full-day session during which participants share a formal progress report and obtain expert and peer feedback in a conversational environment. The program is limited to 30 or fewer participants to ensure that you receive personalized attention and feedback on your program progress.

During this program and through formal, ongoing support, you will learn the key questions to ask during data collection and analysis, as well as how to use that information to ensure maximum on-the-job application and subsequent results. You also will learn how to identify and leverage success factors for future initiatives. Common challenges and their solutions will be discussed in large and small group discussions.

The program concludes with the creation of individual action plans for program execution and final reports. Silver level certification is obtained after the participant makes a final presentation of the program's outcome and results to Kirkpatrick Partners via a conference call scheduled within 12 months of course attendance.



### PERFORMANCE OBJECTIVES

After this session, you will be able to:

- ◆ Analyze evaluation data to make educated decisions during program implementation
- ◆ Identify program success factors and results
- ◆ Create a compelling report and presentation of ultimate program value for stakeholders

### STRONGER TOGETHER

GMD Partnerships and The Learning Gym – the Kirkpatrick Partners affiliates in Asia (India through to Hong Kong), Australia and New Zealand - are joining forces to bring the live online version of the Kirkpatrick Four Levels® of Training Evaluation Certification Program to the APAC region.

### YOUR FACILITATORS

**Mark Harris** is a Certified Facilitator for Kirkpatrick Partners and Leadership Coach and Facilitator/co-owner of GMD Partnerships Ltd. Mark is a highly experienced facilitator working with a wide range of New Zealand organisations, focusing on the areas of continuous improvement and leadership.



**David Dewhurst** is a Certified Facilitator for Kirkpatrick Partners and Leadership Coach and Facilitator/co-owner of GMD Partnerships Ltd. David comes from a background in commercial general management. He has ten years experience as a facilitator. David works with corporates, not for profits and government bodies in the areas of leadership development, coaching and change management.



**Melanie Martinelli** is the first Kirkpatrick Certified facilitator & consultant in India. L&D Consultant and Coach and Co-Founder & Co-Owner of The Learning Gym. Melanie is a specialist in Learning Solutions and passionate about researching and implementing latest and most relevant trends in the L&D industry. Over the last 10 years she has effectively been assisting individuals, NGOs and Corporates in building memorable learning experiences linked to performance.



01/2019

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## COURSE AGENDA

### Pre-Work

- ◆ Read *Incident Report Writing Program Case Example*
- ◆ Submit program evaluation plan
- ◆ Complete questionnaire about your program's status

### Session 1 (3 hours)

#### Module 1: Introduction

- ◆ Three phases of an initiative
- ◆ Effective training versus training effectiveness
- ◆ The New World Kirkpatrick Model

#### Module 2: Data Analysis and Decision Making

- ◆ Answering questions with data
- ◆ Identifying success factors
- ◆ Gap analysis and plan modifications

### Session 2 (2 hours)

#### Module 3: Bringing Your Plan to Life

- ◆ Presentation of individual plans for feedback
- ◆ Discussion of common challenges

#### Module 4: Overcoming Objections Using the Kirkpatrick Foundational Principles

- ◆ Five underlying principles of Kirkpatrick evaluation
- ◆ Discussion of common objections to business partnership approach

### Session 3 (2 hours)

#### Module 5: Developing and Presenting Your Final Report

- ◆ What it means to be a strategic business partner
- ◆ Drafting an executive report
- ◆ Tips for oral presentation

#### Module 6: Action Planning

- ◆ Implementation discussion
- ◆ Completing silver level certification
- ◆ Setting a completion timeline

#### Follow-Up

- ◆ On demand conference calls
- ◆ Follow-up modules via email

#### Final Presentation

- ◆ Formal presentation of program results to Kirkpatrick Partners

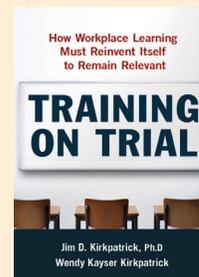
### WHO SHOULD ATTEND

This is an advanced program of an interactive nature.

Registration is strictly limited to individuals who have successfully completed the Kirkpatrick Four Levels® Evaluation Certification Program - Bronze Level.

In addition, all participants must either have a program evaluation plan to implement soon or be actively working on implementation. This can be the same program evaluation plan created during the bronze program, or a completely different plan.

### PARTICIPANT BONUS



All participants will receive a copy of *Training on Trial*, co-authored by Jim and Wendy Kirkpatrick.

This book contains the Kirkpatrick Business Partnership Model and 11 case study examples of its application.

**\$24.95 value**

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## RECENT TESTIMONIALS

“This programme is essential to help L&D to become a good investment for companies, rather than a cost.”

Ian Andrews  
MSD

“Completing the silver certification has helped me truly see the value that the Kirkpatrick Model can bring to my training programs. With training budgets shrinking all around, the ability to ‘prove’ that your course is valuable to your institution is a program saver.”

Olivia Prewett  
U.S. Army Military Police School

“Finally, a structured way to present our project and demonstrate impact and ROI/ROE through evaluation that works.”

Carol Mitchell  
North East Ambulance Service NHS  
Foundation Trust

“The silver level certification program prepares you to successfully execute an evaluation program. One of the strongest components of the program is the peer interaction.”

Steven Carl  
Edward Jones

“The Kirkpatrick programs continue to deliver a practical approach that makes sense and will help us to demonstrate impact.”

Vince Gonzalez  
Booz Allen Hamilton

## PROGRAM INCLUDES

All participants will receive:

- ◆ Pre-work reading and assignment
- ◆ Interaction with other professionals during and after the program
- ◆ Workbook including templates, tools and examples
- ◆ Copy of the book *Training on Trial*
- ◆ Action plan to create and present final program report to earn credential of silver level certification, certificate of completion and lapel pin
- ◆ On demand conference calls
- ◆ Follow-up modules via email
- ◆ Informal consulting via phone/email for one year from date of program attendance

## CERTIFICATION PROCESS

This program comprises the silver level, which is the second step in the Kirkpatrick certification process:



## REGISTRATION & PRICING

Go to [kirkpatrickpartners.com](http://kirkpatrickpartners.com).

Click on the [Training and Events](#) tab to see complete program information and pricing for this and all other authentic Kirkpatrick programs.



This program meets the requirements for 12 CPT points to recertify as a Certified Performance Technologist (CPT).

For more information on the CPT program, visit [ispi.org](http://ispi.org).