



Training needs analysis (TNA) is “the process of identifying the areas where both individuals and groups in an organization would benefit from training in order to become more effective at achieving their own objectives and the objectives of the organization” An analysis of training need is an essential requirement to the design of effective training and will result in improved technical and behavioral performance, cost savings and process improvements.

SI IPL helps organizations assess their training needs resulting in competent employees who drive the business for competitiveness.

Customer need	A TNA will help the organization focus on strategic planning, business need, and goals. It will identify areas where both individuals and groups in an organization would benefit from training in order to become more effective at achieving their own objectives and also determine whether there is a gap between what is required for effective performance and present level of performance. TNA will also act as a means of assessing if training is appropriate or an alternate course of action is required
How SI IPL ERRC can help	SI IPL has ready to use diagnostic questionnaires to speed up data gathering to reduce the time to conduct the training need analysis.
Scope and Deliverables	<ul style="list-style-type: none"> <li>- Processes &amp; framework</li> <li>- List of programs, content and trainer sources</li> <li>- Development plan template &amp; workshop</li> <li>- Templates</li> </ul>
Customer responsibility	<ul style="list-style-type: none"> <li>- Filling up pre - qualification questionnaire</li> <li>- HOD inputs</li> </ul>
Engagement approach	SI IPL uses a combination of ½ day workshops followed by 2 days of offline work to complete the process. SI IPL uses a qualifying questionnaire to assess the training needs of the organization and helps the client publish a training calendar in line with the trainings identified
Special Services (Optional)	<ul style="list-style-type: none"> <li>- Mentoring</li> <li>- Training program management services</li> <li>- Training partner selection</li> </ul>
Service Reference	SI IPL-HR-TNA/2009-2
Pricing	On request
Additional information	For a complete range of SI IPL Services, please visit <a href="http://www.siiplconsulting.com">www.siiplconsulting.com</a> or email us at <a href="mailto:inquiries@siiplconsulting.com">inquiries@siiplconsulting.com</a>

**strategicinterventions India Private Limited**  
**Your Creative Business Catalyst**

**About Strategic Interventions India Private Limited**

Strategic Interventions India Private Limited (SI IPL) is a business and operations advisory firm that is positioned as an organizational catalyst. Incorporated in 2003, it has worked with more than 50 customers from India, US and Singapore on various business, functional and domain aspects in select industry verticals such as manufacturing, healthcare, financial services, ICT & Education, Infrastructure and Retail.

SI IPL specializes in offering growth and change management consulting through its business life cycle services, functional problem solving through functional life cycle services, business transformation and outsourcing through its business transformation services and offers Executive coaching services through its Executive focus services as well. SI IPL projects typically span 6-36 months with clearly laid out milestones and deliverables. All SI IPL engagements involve ongoing knowledge transfer and training to maximize benefit to customers.

<b>strategicinterventions India Private Limited</b> #2, 2 <sup>nd</sup> Floor, RR Chambers, 11 <sup>th</sup> Main, Vasant Nagar, Off Millers Road Bangalore – 560052 Ph. +91-80-22202131/32 Fax. +91-80-22202134	URL: <a href="http://www.siiplconsulting.com">www.siiplconsulting.com</a> Email: <a href="mailto:inquiries@siiplconsulting.com">inquiries@siiplconsulting.com</a> SI IPL direct line: +91-80-41148279
---	---