ELEARNINGNEWS ARTICLE

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How to achieve the pre-established learning objectives?

3 Steps that can help you define your learning goals.

All learning activities, even when they are different by their various characteristics and may take various forms, have one thing in common: they have a goal. We must therefore start from the this aspect, as it has the task of establishing what the student must do when his eductaion has come to an end.

Why is it essential to have a solid learning objective?

Simple: without it the student finds himself alone, in front of the content to be learned, without the meanings that can help him to achieve a winning formation.

Remember that also the return on your training investment (ROI) is important: you will need to measure the budget you have decided to allocate to train yourself. I recommend you to do it at the beginning of your training otherwise you will not be able to evaluate its impact.

And, as mentioned at the beginning of this article, it is now time to present the 3 steps that you need to follow if you want to define your learning objectives:

1. Start with a clear goal

The first step to define achievable goals is to start with a realistic and well-measurable target. Although the common imaginary thinks that setting an "extreme" goal, for superheroes, can be an incentive for the student, it is not in reality an intelligent idea. All objectives, especially the first, should be measurable, specific and above all related to the available time. A winning education will be achieved only with a clear picture of success.

2. Figure out what you need

Once you have set your measurable objective, then move on to the analysis of training needs. Start by taking into consideration past training initiatives, current applications and (possible) upcoming changes to the organization you belong to.
If you start planning a learning objective without knowing where your learners currently stand, you may lose a lot of time creating training resources that nobody really needs. But if you can find these profit leaks early on and nip them in the bud with an effective training initiative, you can take the credit and claim the ROI for the training department.

3. Decide how learning will be distributed

The last step assumes you know how to skim the ideas for a good training plan. Try to achieve your training objectives without the need to allocate much financially: do not sacrifice your training plan due to a limited training budget. The organization you work for invests in a training program that meets your main goals. It is not necessary to spend an exorbitant amount to get effective training, but whatever the investment, it is important to ensure that you can demonstrate this important return later.

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