

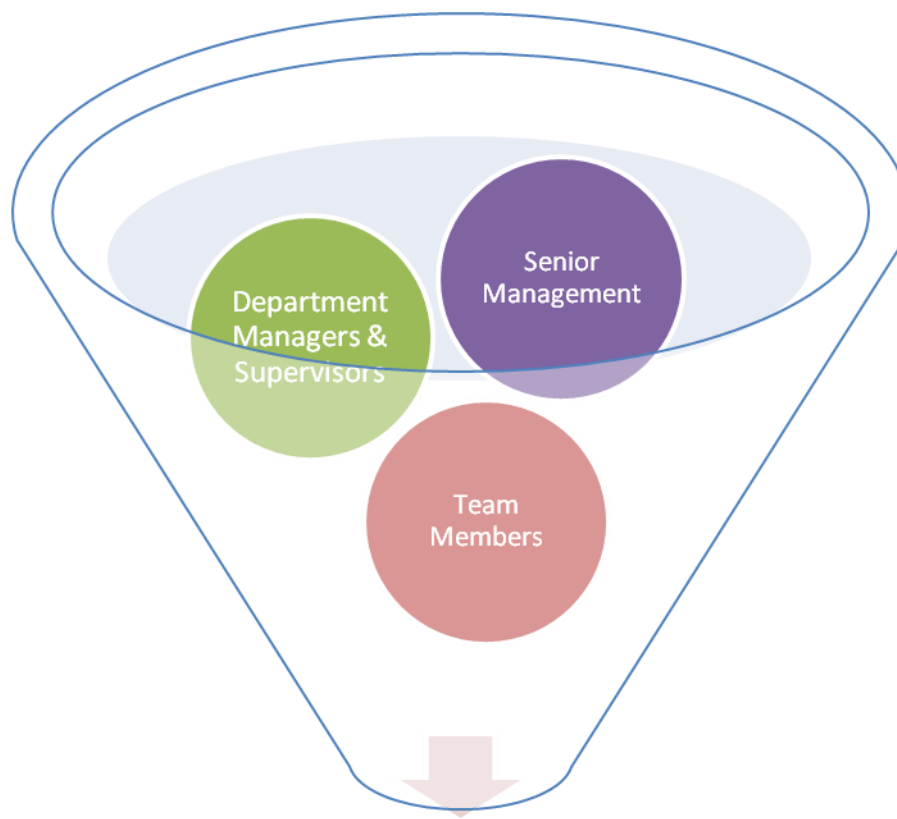
Training Needs Analysis

A Training Needs Analysis (TNA) is the process of identifying the “gap” between current and desired level of performance in a specific area or context. The Cardinal Solutions TNA focuses upon a “Gap analysis” for supervisors and managers against 20 general managerial competencies.

Process

Cardinal Solutions uses a multi-level needs assessment. This means that input is sought from three key stakeholder groupings to improve the accuracy and validity of the final report. Specifically inputs are sought and collated from:

1. The Owner/operator and senior managers
2. Departmental managers and supervisors
3. A selection of team members



Training Needs Analysis



Programme Design