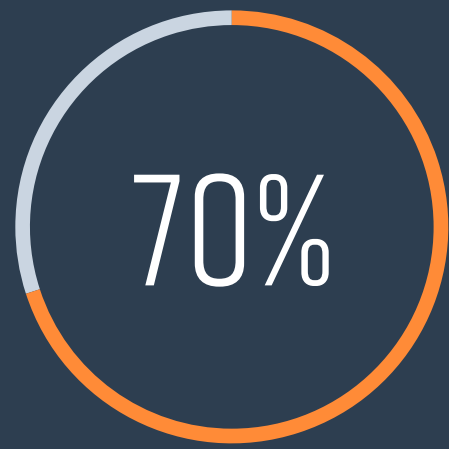


# Calculating ROI in L&D: A Visual Guide

## The Importance of ROI in L&D

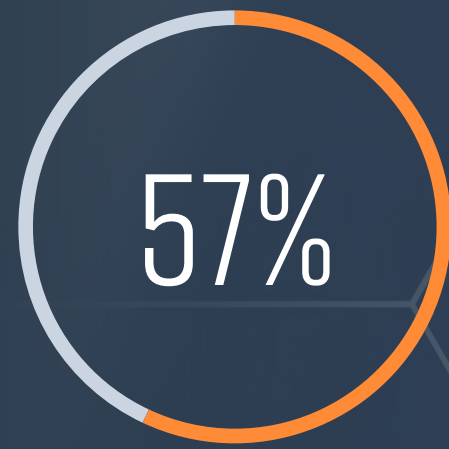
### Why Measure ROI?

Understanding ROI is crucial for justifying training investments and aligning L&D with business outcomes.



70% of companies fail to track the impact of their training programs.

(Source: Training Magazine)



Organizations that measure the ROI of training programs are 57% more effective.

(Source: Association for Talent Development)



Return On Investment

Performance

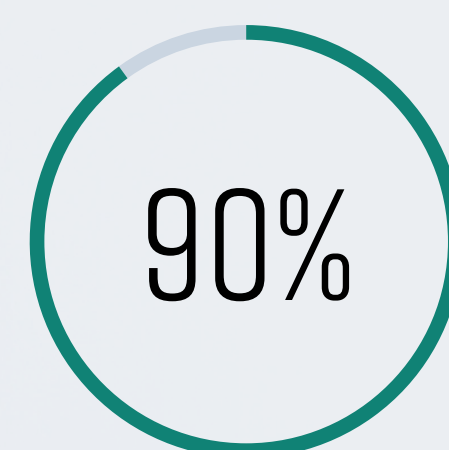
Decision

Risk

## Setting SMART Learning Objectives

### Foundation for Success

SMART objectives lay the groundwork for measurable and impactful learning outcomes.



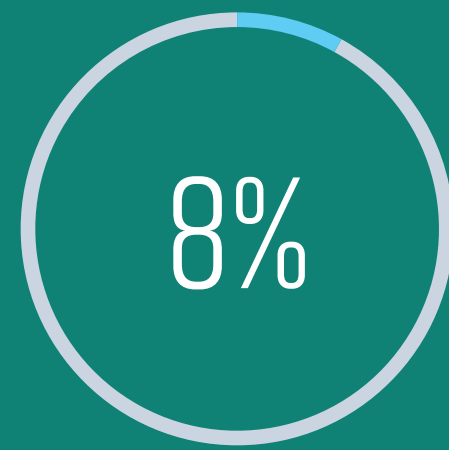
SMART goal-setting increases the success rate of training programs by up to 90%.

(Source: L&D Journal)

## Tools and Techniques for Measuring Learning Impact

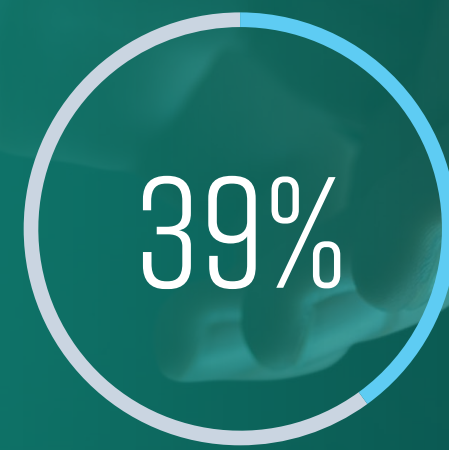
### Measuring What Matters

Employing advanced tools and techniques is essential for accurately assessing the impact of L&D initiatives.



Only 8% of organizations measure the ROI of their training programs effectively.

(Source: Bersin by Deloitte)



Using analytics tools can increase training effectiveness by 39%.

(Source: eLearning Industry)

## Beyond ROI - The Broader Impact

### Qualitative Benefits Matter

The impact of training extends beyond numbers, significantly enhancing employee engagement and organizational culture.



85% of employees report increased job satisfaction after targeted training.

(Source: Gallup)



Companies with high employee engagement report 22% higher productivity.

(Source: Harvard Business Review)



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