**Human Resource management**

Name

Professor

Institution

Course

Date

Below is a plan that summarizes the components of the training process model and it's relationship to business strategies, core values, culture, and ethics. This are the key elements:

**1.** Needs Assessment Phase:

* Conducting a thorough analysis of the organization's strategies to identify the key areas where training requires to support expansion and growth.
* Considering the core values and culture of the organization to ensure that the training aligns with the desired behaviours and attitudes.
* Evaluating ethical practices within the organization and identifying any gaps that can be addressed through training.

2. Design phase:

* Developing clear training objectives that are aligned with the organization's business strategies.
* By incorporating the organization's core values and culture into the training materials, ensuring that they reflect the desired ethical practices.
* By designing training programs that are interactive,engaging,and promoting active learning to enhance knowledge retention and skill development.

3. Development phase:

* By creating training content and materials that addresses the identified needs and objectives.
* Using a variety of instructional methods, such as presentation, case studies, role-plays, and simulations, to cater to different learning style.
* Ensuring that the training materials emphasize the organization's core values, promote a positive culture, and reinforce ethical practices.

4. Implementation Phase:

* Delivering the training programs to the employees, considering factors such as the size of the organization and logistical constraints.
* Providing opportunities for employees to practice new skills and recieve feedback to enhance their learning experience.
* Encourage active participation and engagement from both trainer and trainees to o foster a culture of continuous learning.

5. Evaluation phase:

* By measuring the effectiveness of the training programs by collecting feedback from participants and supervisors.
* Assess the impact of the training on business strategies, core values, culture, and ethical practices.
* Use the evaluation results to identify areas for improvement and make necessary adjustment for future training initiatives.

**Reference:**

1. Armstrong, M.,& Taylor, S.(2019). Armstrong's handbook of human resource management practice.kogan page publishers.
2. Stone, R. J. (2019). Human resource management. John Wiley & Sons.