

## Strategic needs analysis: instructional systems development

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### Abstrak

Training professionals are increasingly expected to be strategic business partners with their organizations, offering performance solutions that align with business goals. Becoming this partner requires a different way of thinking about needs analysis. This issue explores the six steps involved in defining a clients training needs in relation to the organizations business goals. You will find techniques to use at each point in the analysis process, sample questions you can use for collecting data, a strategic needs analysis checklist, and other valuable tips and tools.