Learning and Development Tools and Strategies

Why Attend

- Employees continuously need to develop their knowledge, skills and abilities. This is crucial for them to maintain and develop operational capabilities and improve engagement and motivation levels. In this regard, demands on learning and development units are becoming more challenging. Learning and development professionals are expected to deliver while considering various criteria such as strategy directives, performance requirements, development needs and international trends to name a few. This course is designed to remove complexity and assist participants in the design and communication of comprehensive learning solutions wrapped in easy to use frameworks. Also, the course considers process development as well as tools to improve efficiency and effectiveness of learning and development units.

Course Methodology

- <p>This is an advanced program and the majority of the time will be allocated for workshops and reflections. It is designed to help participants go back to their work place with new concepts for the creation of learning and development tools and techniques. Therefore, the theoretical portion of the course is complemented by a skill building component revolving around case studies, conceptual design workshops, reflection and evaluation of learning models.</p>

Course Objectives

By the end of the course, participants will be able to:

- Categorize organizational learning and development maturity models based on strategic directives
- Design and select external training interventions based on defined criteria including cost benefit analysis
- Develop conceptual designs for learning and development frameworks to facilitate a simple and effective nomination process by line managers and staff
- Differentiate between static and dynamic process workflows and administering those in accordance with operational needs
- Use a blended approach for the development and fulfillment of individual development plans for talents and successors

Target Audience

- Learning and development specialists, team leaders and managers as well as HR business partners. The program also targets those who are directly involved in shaping the strategy of their learning and development units and designing associated tools and process workflows.

Target Competencies

- Formulating concepts and strategies
- Relating and networking
- Presenting and communicating information
- Applying expertise and technology
- Planning and organizing
- Training and development

Creating a learning and development strategy

- Analysis of internal and external environment
- Developing learning and development strategies
- Behavioral learning requirements
- Functional development programs
- Managerial development programs
- Funding the training function
- Cost benefit analysis of training
- Criteria for selecting learning and development projects

Learning and development models

- Organizational learning and development trends
- High impact learning maturity model
- Incidental training
- Operational excellence
- Performance improvement
- Capability development
- Learning paradigms and continuous learning model
- Learning paradigms
- Timelines of development requirements

Learning frameworks and training menus

- Push versus pull approach
- Design of easy to use frameworks
- Proficiency development
- Competency development
- Career development

Process development and systematization

- Static process workflow
- Dynamic process workflow
- The power of toolkits
- Toolkit design and dissemination
- Automation
- Retention policy

Individual development plans

- Talent development programs
- Succession planning and development implications
- Development centers outcome
- Individual development plans
- Template structure
- The competency language
- Diversification of learning solutions
- On-the-job training methods
- Off-the-job training methods
- Education assistance