



Consulting and Training | Reach New Heights

Course Name

Aligning Learning with Business Strategy

Sector Name

Management And Leadership

Document Type

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Aligning Learning with Business Strategy

Course Introduction

This seminar will greatly improve your knowledge and skills in aligning learning with business strategy to ensure competitive, sustainable growth. By attending this seminar, you will master techniques to understand the strategic importance of organisational development, focus development options in order to add value and demonstrate return on investment, identify and develop your key personnel, as well as increase overall performance in your organisation.

Having highly developed people in line with a clear business strategy becomes a unique differentiator in the ever-competitive market you may operate in. This training consists of a combined seminar and workshop format. The seminar will function as the grounding of the knowledge and theoretical aspects of the seminar, and the workshops will involve more practical aspects of the topics covered. This seminar is essential for anyone who is responsible for or has an active interest in developing people in line with the business strategy of the organisation.

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Target Audience

- ✓ CEOs, CFOs, COOs, and other C-suite executives
- ✓ Vice Presidents and Directors
- ✓ Chief Human Resources Officers (CHROs)
- ✓ L&D Managers and Specialists
- ✓ HR Managers and Business Partners
- ✓ Department Managers and Team Leaders
- ✓ Project Managers
- ✓ Strategic Planners
- ✓ Business Analysts
- ✓ Corporate Trainers
- ✓ Instructional Designers

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Learning Objectives

- ✓ Identify the strategic role of development in an organisation
- ✓ Define and develop key personnel in the organisation
- ✓ Apply techniques and workable solutions to ensure ROI (Return on Investment)
- ✓ Demonstrate and apply techniques to develop people for increased performance
- ✓ Develop strategic succession plans

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Course Outline

✓ 01 Day One

The Strategic Role of Training in Organisational Development

- ✓ Business Strategy: the need for long-term planning for future skills and competencies
- ✓ Strategic Organisational Development (OD)
- ✓ Aligning training and development to meet business objectives
- ✓ Development Planning for Individuals and the Organisation
- ✓ Options available for strategic development
- ✓ Value of organisational training standards: ISO ISO29990:2010; ISO 9000; liP (Investors in People)

Developing Key Personnel - Your High-Potential Talent Pool

- ✓ Talent management models, grading, and structures
- ✓ Assessment methods and systems - use of Psychometric/Behavioural/Competency frameworks
- ✓ Conducting an effective Talent Gap Analysis
- ✓ ABC model of Potential – getting the criteria right
- ✓ Using the 9 Box Grid and other methods to create your talent and high-potential matrix
- ✓ Alternative development options for high potentials

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Course Outline

✓ 02 Day Two

Sustainable Development - Cost v Benefit

- ✓ Evaluation models of training and development interventions
- ✓ Measuring ROI: cost-benefit methods and models
- ✓ Measuring intangible impacts: behavioural, cultural
- ✓ Utilising key stakeholders and line management in ROI measurement and control
- ✓ Reporting and controlling the ROI: business intelligence

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Course Outline

✓ **03 Day Three**

Workshop 1: Developing your People

- ✓ Defining Performance Management
- ✓ Motivation and the individual
- ✓ Conducting an effective performance discussion
- ✓ Setting and defining powerful objectives
- ✓ Coaching and Mentoring to achieve business objectives
- ✓ Powerful feedback techniques: motivating individuals to achieve higher potential
- ✓ Creating individual development plans

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Course Outline

✓ 04 Day Four

Workshop 2: Strategic Succession Planning and Organisational Capability Review

- ✓ Defining your bench strength
- ✓ Succession Planning and the OCR Process
- ✓ Conducting Effective Calibration Meetings
- ✓ Formulating a strategic talent plan for the organization in line with the Business Strategy
- ✓ Communicating the Strategy to the Board and the Company
- ✓ Conclusion and Review

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
April 25, 2027	April 28, 2027	4 days	4250.00 \$	KSA , Riyadh
Nov. 23, 2026	Nov. 26, 2026	4 days	4250.00 \$	UAE , Abu Dhabi
July 19, 2027	July 22, 2027	4 days	4250.00 \$	UAE , Dubai
Jan. 25, 2027	Jan. 28, 2027	4 days	5950.00 \$	switzerland , Geneva

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