



Consulting and Training | Reach New Heights

Course Name

Elevating Learning and Development: Components of Successful L&D Strategy

Sector Name

HR Strategy and Training

Document Type

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Elevating Learning and Development: Components of Successful L&D Strategy

Course Introduction

The landscape of the global workforce has been continually evolving due to a number of factors. This includes the increasingly competitive business industry, rising complexity, and the digital revolution that are reshaping the mix of employees. The organization's capacity to enhance the capabilities of its workforce and create a culture of continuous learning has remained vital in order to stay competitive. These trends make an effective learning and development (L&D) function more critical than ever.

The components of L&D Strategies

This training course is designed to provide participants with insights on the components of L&D Strategies and how these can be elevated to develop a vibrant workforce equipped with the skills, knowledge, and expertise for the overall success of the organization.

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Elevating Learning and Development: Components of Successful L&D Strategy

Target Audience

This course is designed for HR and L&D professionals responsible for developing and implementing learning strategies that drive organizational success. It is ideal for:

- ✓ Learning and Development Managers looking to create impactful L&D frameworks.
- ✓ HR Professionals and Business Partners responsible for aligning learning programs with business goals.
- ✓ Training Coordinators and Specialists focused on enhancing employee development initiatives.
- ✓ Organizational Development Leaders aim to foster a culture of continuous learning.
- ✓ Team Leaders and Managers who want to improve team performance through effective learning strategies.

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Learning Objectives

- ✓ Understand the strategic role of learning and development and its alignments to the business strategies.
- ✓ Identify organizational learning and development maturity models based on strategic directives
- ✓ Develop and select external training interventions based on defined criteria, including cost-benefit analysis
- ✓ Analyse and comprehend static and dynamic process workflows and apply those in accordance with the needs of the organization.
- ✓ Formulate conceptual designs for learning and development frameworks to facilitate a simple and effective nomination process in the organization.
- ✓ Utilize a blended approach for the development of individual development plans for talents and successors.

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Course Outline

✓ Day 01

Component of Learning and Developing Strategy: Creating an Effective L&D Strategy

- ✓ The strategic role of L&D
- ✓ Alignment with business strategy
- ✓ Analysis of the 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

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Course Outline

✓ Day 02

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 a continuous learning model
- ✓ Learning paradigms
- ✓ Timelines of development requirements

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Course Outline

✓ Day 03

Learning Frameworks and Training Menus

- ✓ Push versus pull approach
- ✓ Design of easy-to-use frameworks
- ✓ Proficiency development
- ✓ Competency development
- ✓ Career development
- ✓ Training menus
- ✓ Communicating learning architecture

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Course Outline

✓ Day 04

Process Development and Systematization

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

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Course Outline

✓ Day 05

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

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Aug. 16, 2027	Aug. 20, 2027	5 days	4950.00 \$	England , London
March 15, 2027	March 19, 2027	5 days	4250.00 \$	UAE , Dubai
Nov. 9, 2026	Nov. 13, 2026	5 days	4250.00 \$	UAE , Abu Dhabi
May 9, 2027	May 13, 2027	5 days	4250.00 \$	KSA , Riyadh

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