

Course Name

The Talent Development Manager Program

Sector Name

HR Strategy and Training

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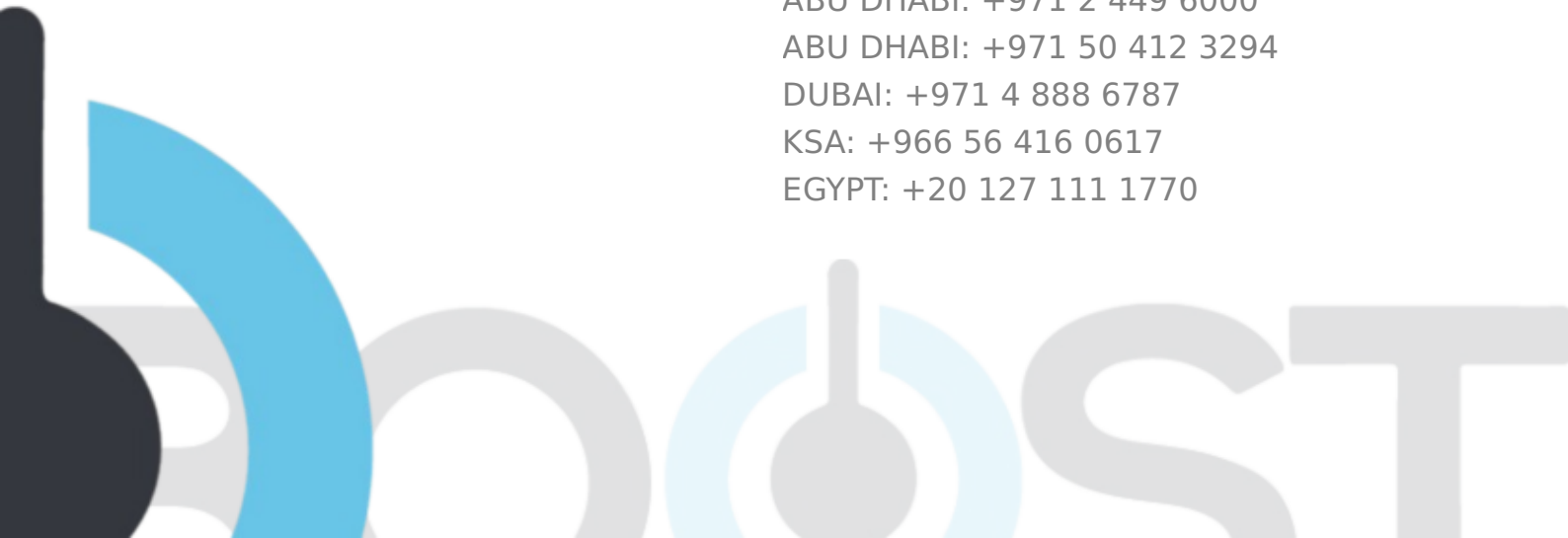
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The Talent Development Manager Program

Course Introduction

In an era where talent development is central to organizational growth, Talent Development Managers must move beyond delivering training programs to becoming strategic architects of workforce capability.

This **5-day** advanced program equips current and aspiring Talent Development Managers with the strategic, operational, and leadership skills required to build sustainable learning ecosystems, foster a culture of continuous growth, and demonstrate measurable business impact.

From shaping enterprise-wide talent strategies to leveraging data-driven decision-making, participants will learn to align L&D with business transformation, lead high-performing teams, and position learning as a key driver of organizational success.

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Target Audience

- ✓ Senior L&D and HR professionals ready to step into strategic leadership roles
- ✓ Talent Development Specialists seeking promotion to the management level
- ✓ Learning & Development Managers seeking to enhance strategic impact
- ✓ HR Business Partners are responsible for capability building
- ✓ Organizational Development leaders

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Learning Objectives

- ✓ Lead enterprise-wide talent development strategies aligned with business transformation goals.
- ✓ Integrate workforce planning, succession management, and leadership development into the talent agenda.
- ✓ Leverage learning analytics, AI, and predictive data for strategic decision-making.
- ✓ Build, lead, and inspire high-performance L&D teams.
- ✓ Drive a culture of continuous learning across the organization.
- ✓ Manage budgets, stakeholders, and governance in large-scale talent initiatives.
- ✓ Demonstrate ROI and strategic value to C-suite and board-level stakeholders.

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Course Outline

✓ DAY 01

Strategic Role of the Talent Development Manager

- ✓ From Specialist to Strategic Leader: mindset shift and competencies
- ✓ Aligning L&D with organizational strategy, transformation, and innovation
- ✓ Talent development governance and operating models
- ✓ Stakeholder mapping and influence strategies

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Course Outline

✓ Day 02

Enterprise Learning Strategy and Workforce Capability Planning

- ✓ Building integrated talent and learning strategies
- ✓ Linking capability frameworks to business KPIs
- ✓ Workforce and succession planning integration
- ✓ Global trends in upskilling, reskilling, and future skills mapping

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Course Outline

✓ Day 03

Leading Teams & Driving a Learning Culture

- ✓ Building and leading high-performance L&D teams
- ✓ Managing internal and external training partners/vendors
- ✓ Change leadership in learning transformation initiatives
- ✓ Embedding a continuous learning culture through organizational levers

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Course Outline

✓ Day 04

Data-Driven Talent Development

- ✓ Advanced learning analytics and impact measurement
- ✓ Leveraging AI, LMS, and LXP for strategic decision-making
- ✓ Building executive dashboards and impact reports
- ✓ Presenting business cases to senior leadership

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Course Outline

✓ Day 05

Strategic Talent Development Planning & Capstone

- ✓ Budgeting and resource optimization for large-scale learning initiatives
- ✓ Managing risk and compliance in talent programs
- ✓ Capstone project: Present a multi-year strategic talent development plan to a simulated board panel
- ✓ Feedback, peer review, and action planning for implementation

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Nov. 2, 2026	Nov. 6, 2026	5 days	4950.00 \$	Spain , Madrid
Oct. 11, 2027	Oct. 15, 2027	5 days	4250.00 \$	UAE , Abu Dhabi
Jan. 11, 2027	Jan. 15, 2027	5 days	4250.00 \$	UAE , Dubai
June 13, 2027	June 17, 2027	5 days	4250.00 \$	KSA , Riyadh

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