



Consulting and Training | Reach New Heights

Course Name

Certified Learning & Development Management Professional (CLDMP)

Sector Name

HR Strategy and Training

Document Type

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Certified Learning & Development Management Professional (CLDMP)

Course Introduction

The Certified Learning & Development Management Professional (CLDMP) is a highly specialized executive-level program designed to equip current and aspiring L&D professionals with the advanced knowledge, tools, and strategic mindset required to lead, manage, and transform learning functions within modern organizations.

This program goes beyond traditional training administration and focuses on the strategic role of Learning & Development as a business enabler and performance driver. Participants will gain a deep understanding of how to align learning strategies with organizational goals, build competency-based development frameworks, manage training operations effectively, and measure the real impact of learning interventions on performance and ROI.

Over three intensive days, participants will explore the full L&D lifecycle—from training needs analysis and learning design to delivery governance, digital learning transformation, talent development integration, budgeting, and evaluation using modern analytics frameworks.

The program blends international best practices, applied tools, real-world case studies, and practical templates, enabling participants to return to their organizations with immediately applicable systems and methodologies. The final day, delivered in a shorter executive

format, focuses on impact measurement, governance, and future-ready L&D leadership.

Upon successful completion, participants will be awarded the Certified Learning & Development Management Professional (CLDMP) CPD certificate.

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Target Audience

- ✓ Learning & Development Managers and Specialists
- ✓ Training Managers and Officers
- ✓ HR Development and Talent Development Professionals
- ✓ Organizational Development (OD) Professionals
- ✓ HR Business Partners
- ✓ Corporate Academy Managers

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Learning Objectives

- ✓ Develop and implement a strategic Learning & Development framework aligned with organizational objectives.
- ✓ Conduct professional Training Needs Analysis (TNA) linked to performance gaps and business KPIs.
- ✓ Design competency-based learning programs and career development paths.
- ✓ Apply best practices in training operations management, governance, and quality assurance.
- ✓ Lead and manage modern L&D teams and external training providers.
- ✓ Integrate digital learning, blended learning, and learning technologies into the L&D strategy.
- ✓ Build effective training budgets, annual training plans, and learning roadmaps.
- ✓ Measure training effectiveness using Kirkpatrick, Phillips ROI, and data-driven evaluation models.
- ✓ Demonstrate the strategic value of L&D to senior management through dashboards and impact reports.

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Course Outline

✓ DAY 01

Strategic Foundations of Learning & Development Management

Module 1: The Strategic Role of L&D in Modern Organizations

- ✓ Evolution of Learning & Development functions
- ✓ L&D as a strategic driver of performance
- ✓ Linking learning strategy to corporate strategy
- ✓ L&D governance models (centralized, decentralized, hybrid)

Module 2: Learning & Development Strategy Design

- ✓ Components of a professional L&D strategy
- ✓ Stakeholder analysis and business alignment
- ✓ Building learning roadmaps and capability development plans
- ✓ Key risks in L&D strategy and how to mitigate them

Module 3: Training Needs Analysis (TNA) - Advanced Methodology

- ✓ Types of TNA (organizational, task, individual)
- ✓ Performance gap analysis vs. skills gap analysis
- ✓ Data sources for TNA (KPIs, audits, appraisals, customer feedback)

- ✓ Converting gaps into structured learning priorities

Module 4: Competency-Based Learning Design

- ✓ Understanding competency frameworks
- ✓ Technical, behavioural, leadership, and future competencies
- ✓ Aligning training programs with career progression
- ✓ Building learning pathways and development journeys

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Course Outline

✓ Day 02

Learning Operations, Digital L&D & Training Excellence

Module 5: Learning Program Design & Curriculum Architecture

- ✓ Instructional design principles for managers
- ✓ Structuring programs, academies, and learning tracks
- ✓ Blended learning design (classroom, digital, on-the-job)
- ✓ Minimum quality standards for professional programs

Module 6: Training Operations & Vendor Management

- ✓ Annual training plan structure
- ✓ Internal vs. external training delivery models
- ✓ Trainer selection and qualification criteria
- ✓ Contracting, SLA management, and vendor evaluation

Module 7: Digital Learning & Learning Technologies

- ✓ LMS, LXP, microlearning platforms
- ✓ AI applications in L&D

- ✓ Virtual classrooms and mobile learning
- ✓ Building a digital learning ecosystem

Module 8: Learning Culture, Engagement & Knowledge Management

- ✓ Building a continuous learning culture
- ✓ Employee engagement through learning
- ✓ Mentoring, coaching, and knowledge transfer systems
- ✓ Learning communities and knowledge-sharing platforms

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Course Outline

✓ Day 03

Measurement, ROI & Future L&D Leadership

Module 9: Measuring Training Effectiveness & ROI

- ✓ Training KPIs and performance indicators
- ✓ Kirkpatrick's 4 Levels of Evaluation
- ✓ Phillips ROI methodology
- ✓ Linking learning outcomes to business performance

Module 10: Learning Governance, Budgeting & Reporting

- ✓ Training budget planning and cost control
- ✓ Financial planning for L&D projects
- ✓ Learning dashboards and executive reports
- ✓ Audit readiness and compliance in training

Module 11: The Future of Learning & Development Leadership

- ✓ Global L&D trends
- ✓ Skills for future L&D leaders

- ✓ Reskilling and upskilling strategies
- ✓ Building future-ready learning organizations

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
April 5, 2027	April 7, 2027	3 days	3250.00 \$	UAE , Dubai
June 15, 2026	June 17, 2026	3 days	3250.00 \$	UAE , Dubai
Sept. 28, 2026	Sept. 30, 2026	3 days	3950.00 \$	Austria , Vienna
Dec. 7, 2026	Dec. 9, 2026	3 days	3250.00 \$	UAE , Abu Dhabi
Dec. 28, 2026	Dec. 30, 2026	3 days	3250.00 \$	UAE , Abu Dhabi

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