



Consulting and Training | Reach New Heights

Course Name

Certificate In Learning and Development Management

Sector Name

HR Strategy and Training

Document Type

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Certificate In Learning and Development Management

Course Introduction

Learning and Development (L&D) has evolved from a support function into a strategic driver of organizational performance, capability building, and long-term competitiveness. Organizations increasingly rely on well-managed learning and development systems to build skills, close performance gaps, support transformation initiatives, and prepare future talent.

To support this strategic shift, **BOOST** has developed the **Certificate in Learning and Development Management** course for professionals who already have experience in training, HR, or organizational development and are ready to strengthen their management and strategic capabilities within the L&D function. This intermediate-level program focuses on managing learning and development activities in a structured, results-oriented, and business-aligned manner.

The course emphasizes how effective L&D management connects learning initiatives to organizational goals, workforce needs, and performance outcomes. Participants explore key aspects of L&D management, including needs analysis, learning strategy, program design oversight, delivery models, evaluation, and continuous improvement.

Through structured frameworks, applied examples, and practical discussions, participants enhance their ability to plan, manage, and evaluate learning and development initiatives that deliver measurable value and support sustainable organizational growth.

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Target Audience

- ✓ Learning and development managers and officers
- ✓ HR managers and HR development professionals
- ✓ Training coordinators and supervisors
- ✓ Organizational development practitioners
- ✓ Talent management and capability development professionals
- ✓ Public and private sector professionals responsible for learning initiatives
- ✓ Professionals preparing for advanced L&D leadership roles

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Learning Objectives

- ✓ Understand the role of learning and development in organizational performance
- ✓ Apply effective management practices to L&D functions and initiatives
- ✓ Align learning strategies with business and workforce needs
- ✓ Manage learning needs analysis and prioritization
- ✓ Oversee the design, delivery, and evaluation of learning programs
- ✓ Measure learning effectiveness and impact
- ✓ Support continuous improvement in learning systems
- ✓ Strengthen the credibility and strategic contribution of L&D

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Course Outline

✓ DAY 1

Foundations of Learning and Development Management

- ✓ Role of learning and development in organizations
- ✓ Evolution of L&D from training delivery to strategic enablement
- ✓ Key responsibilities of L&D managers
- ✓ Linking learning to organizational strategy and performance
- ✓ Understanding stakeholders and learning governance
- ✓ Common challenges in managing L&D

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Course Outline

✓ DAY 2

Learning Needs Analysis and Planning

- ✓ Identifying organizational and workforce learning needs
- ✓ Linking competency frameworks to learning priorities
- ✓ Conducting learning needs analysis at different levels
- ✓ Prioritizing learning initiatives and resources
- ✓ Developing learning plans and roadmaps
- ✓ Aligning learning with performance gaps

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Course Outline

✓ DAY 3

Managing Learning Design and Delivery

- ✓ Overview of learning design principles
- ✓ Managing internal and external learning providers
- ✓ Selecting appropriate learning methods and modalities
- ✓ Managing digital, blended, and classroom learning
- ✓ Quality assurance in learning delivery
- ✓ Supporting learner engagement and participation

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Course Outline

✓ DAY 4

Measuring Learning Effectiveness and Impact

- ✓ Importance of evaluation in L&D management
- ✓ Learning evaluation frameworks and approaches
- ✓ Measuring learning outcomes and behavior change
- ✓ Linking learning results to performance improvement
- ✓ Using data and feedback to improve learning programs
- ✓ Reporting learning effectiveness to stakeholders

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Course Outline

✓ DAY 5

L&D Governance, Sustainability, and Continuous Improvement

- ✓ Governance and controls in learning and development
- ✓ Managing L&D budgets and resources
- ✓ Building a learning culture within organizations
- ✓ Continuous improvement of learning systems
- ✓ Managing change and innovation in L&D
- ✓ Developing an L&D management improvement action plan

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
March 15, 2027	March 19, 2027	5 days	4250.00 \$	UAE , Dubai
Sept. 20, 2027	Sept. 24, 2027	5 days	4250.00 \$	UAE , Abu Dhabi
Oct. 19, 2026	Oct. 23, 2026	5 days	4250.00 \$	UAE , Abu Dhabi
April 26, 2027	April 30, 2027	5 days	4250.00 \$	UAE , Abu Dhabi

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