



Advanced Learning & Development Strategy: From Learning Culture to ROI

05 - 09 Apr 2027
Johannesburg



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Course Overview

In today's rapidly evolving business environment, organizations must create learning-driven cultures that adapt, innovate, and develop talent effectively. This intensive 5-day Mastering L&D Strategy Training Course provides HR and organizational leaders with the skills to design strategic L&D frameworks, build learning organizations, strengthen learning cultures, conduct needs analysis, design learning programs, deliver effective training, and measure learning impact using globally recognized evaluation models.

Participants will complete the program with a practical L&D strategic plan tailored to their organization.

Target Audience

- HR Directors & Managers
- Learning & Development Managers
- HR Business Partners
- Talent Managers
- Organizational Development Specialists
- Corporate Strategy Leaders
- Department Heads & Executives

Targeted Organizational Departments

- Human Resources
- Learning & Development
- Talent Management
- Organizational Development
- Corporate Strategy
- Performance Management
- Employee Engagement
- Change Management



Targeted Industries

- Banking & Finance
- Healthcare & Pharmaceuticals
- Energy & Utilities
- Technology & IT
- Manufacturing & Engineering
- Education & Academia
- Public Sector
- Hospitality & Tourism

Course Offerings

Participants will be able to:

- Build and align L&D strategy with business objectives
- Strengthen organizational learning capability
- Develop and sustain a learning culture
- Conduct training needs and capability assessments
- Design modern and effective L&D programs
- Facilitate learning using adult learning principles
- Measure impact using the Kirkpatrick Evaluation Model
- Develop continuous learning systems
- Create future-ready workforce capabilities

Training Methodology

The training incorporates:

- Interactive discussions
- Structured group activities
- Case-based learning
- Action planning
- Scenario-based simulations
- Facilitation practice
- Strategic planning workshops

Course Toolbox

- Case Study Compendium
- Action Plan Templates
- Training Needs Analysis Checklist
- Facilitation Techniques Guide
- Kirkpatrick Model Evaluation Framework
- Recommended Readings and Online Resources



Course Agenda:

Day 1: Strategic Foundations of Learning & Development

- **Topic 1:** Strategic Role of Learning & Development in Modern Organizations
- **Topic 2:** Understanding Organizational Purpose, Structure & Capability Needs
- **Topic 3:** Evolution of L&D from Training to Strategic Talent Development
- **Topic 4:** Global Trends Transforming Workforce Learning
- **Topic 5:** Characteristics & Disciplines of a Learning Organization
- **Topic 6:** Common Barriers to Organizational Learning & How to Address Them
- **Reflection & Review:** Key takeaways on the strategic role of L&D

Day 2: Building a Learning Organization & Learning Culture

- **Topic 1:** Defining Learning Culture and Its Organizational Impact
- **Topic 2:** Cultural Elements that Influence Learning Behaviors
- **Topic 3:** Strategies to Build and Sustain a Learning Culture
- **Topic 4:** Creating Supportive Learning Environments & Psychological Safety
- **Topic 5:** The Role of Leaders in Promoting Continuous Learning
- **Topic 6:** Measuring Learning Culture and Behavioral Change
- **Reflection & Review:** Cultural readiness assessment and development points

Day 3: L&D Strategy, KPIs, Training Needs Analysis & Capability Assessment

- **Topic 1:** Creating an L&D Vision, Mission & Strategic Objectives
- **Topic 2:** Aligning L&D Activities with Organizational Priorities
- **Topic 3:** Developing KPIs and Metrics that Measure Learning Success
- **Topic 4:** Conducting Training Needs Analysis Organizational, Job, Individual
- **Topic 5:** Competency and Capability Gap Assessment Techniques
- **Topic 6:** Prioritizing Learning Needs Using Data and Performance Indicators
- **Reflection & Review:** Strengthening L&D planning and assessment accuracy

Day 4: Designing & Delivering High-Impact L&D Programs

- **Topic 1:** Writing Clear and Measurable Learning Outcomes
- **Topic 2:** Instructional Design Principles for Modern Learning Programs
- **Topic 3:** Selecting Delivery Methods In-Person, Virtual, Blended, Microlearning
- **Topic 4:** Designing Learning Journeys and Development Pathways
- **Topic 5:** Facilitation Excellence Using Adult Learning Principles
- **Topic 6:** Managing Challenging Participants & Ensuring Inclusive Learning
- **Reflection & Review:** Enhancing design quality and facilitation effectiveness



Day 5: Evaluation, ROI, Technology & Sustaining Learning Systems

- **Topic 1:** Evaluation Models and Continuous Assessment Approaches
- **Topic 2:** Applying the Kirkpatrick Model Levels 1-4
- **Topic 3:** Techniques for Measuring ROI and Learning Impact
- **Topic 4:** Using Digital Learning Tools, LMS & Advanced Learning Platforms
- **Topic 5:** Creating Continuous Learning Systems & Reinforcement Strategies
- **Topic 6:** Future Skills, Workforce Trends & Strategic Capability Development
- **Reflection & Review:** Creating an L&D action plan for continuous organizational growth

FAQ

What specific qualifications or prerequisites are needed for participants before enrolling in the course

No specific qualifications are required. However, experience in HR or L&D roles will enhance understanding.

How long is each day's session, and is there a total number of hours required for the entire course

Each day's session is generally structured to last around 4-5 hours, with breaks and interactive activities included. The total course duration spans five days, approximately 20-425 hours of instruction.

What is the biggest barrier to building a learning organization

According to Advanced L&D Training content, the biggest barrier is organizational resistance to change, often due to deeply entrenched cultures and leadership mindsets.

How This Course is Different from Other L&D Strategy Courses

Unlike standard L&D courses that focus solely on theory, Mastering L&D Strategy Training Course: Building Learning Organizations and Cultures integrates real-world applications and action plans. It covers learning and development, L&D strategy, and building a learning organization comprehensively, embedding skills such as training needs analysis, facilitation skills for HR, and training ROI measurement into every session. Participants also benefit from practical facilitation techniques workshops, the use of the Kirkpatrick model, and modern L&D metrics and KPIs. By connecting organizational learning strategies directly to performance improvement goals, this course ensures participants can create measurable, lasting impact within their organizations. It is a holistic, practical, and action-driven program tailored for today's HR leaders.



Training Course Categories

Agile PM and Project Management Training Courses

Certified Courses By International Bodies

Communication and Public Relations Training Courses

Data Analytics Training and Data Science Courses

Environment & Sustainability Training Courses

Finance and Accounting Training Courses

Governance, Risk and Compliance Training Courses

Human Resources Training and Development Courses

IT Security Training & IT Training Courses

Leadership and Management Training Courses

Legal Training, Procurement and Contracting Courses

Maintenance Training and Engineering Training Courses

Marketing, Customer Relations, and Sales Courses

Occupational Health, Safety and Security Training Courses

Personal & Self-Development Training Courses

Quality and Operations Management Training Courses

Secretarial and Administration Training Courses



Training Cities

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Dubai UAE	Frankfurt Germany	Geneva Switzerland
Istanbul Turkey	Jakarta Indonesia	Johannesburg South Africa
Kuala Lumpur Malaysia	Kuwait Kuwait	Langkawi Malaysia
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Manama Bahrain	Marbella Spain	Milan Italy
Montreux Switzerland	Munich Germany	Muscat Oman
Nairobi Kenya	New York USA	Paris France
Phuket Thailand	Porto Portugal	Prague Czech Republic

Training Cities

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