

Mastering L&D Strategy Training Course: Building Learning Organizations and Cultures

8 – 19 March 2027
Madrid

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Course Overview

In today's dynamic business environment, mastering learning and development strategy is crucial for organizational success. Mastering L&D Strategy Training Course: Building Learning Organizations and Cultures equips HR professionals, leaders, and executives with the skills to design, deliver, and assess L&D strategies that align with business goals. Participants will explore essential topics, including learning and development, building a learning organization, developing a learning culture, and aligning L&D with business strategy. Using best practices from the Advanced L&D Training guide, this course emphasizes organizational learning, training needs analysis, ROI measurement, and Kirkpatrick model training. Interactive activities, case studies, and real-world projects ensure that attendees can apply insights immediately. Whether you're aiming for an HR L&D certification or simply enhancing your organization's L&D practices, this program offers comprehensive tools, strategies.

Target Audience

- HR Directors
- Heads of HR Functions
- HR Business Partners
- Senior HR Executives, Managers, Advisors, and Officers
- Chief Officers and Chairpersons
- Company Directors
- Heads of Departments
- Senior Organizational Leaders seeking to master L&D strategy

Targeted Organizational Departments

- Human Resources
- Learning and Development Units
- Talent Management
- Organizational Development
- Corporate Strategy
- Change Management
- Performance Improvement Teams
- Employee Engagement Departments

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Targeted Industries

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

Course Offerings

By the end of this course, participants will be able to

- Develop a comprehensive L&D strategy aligned with business goals
- Build and sustain a learning organization
- Foster a learning culture at all organizational levels
- Conduct training needs analysis and identify learning gaps
- Design effective learning and development programs
- Measure training ROI using the Kirkpatrick model
- Apply advanced facilitation techniques for training delivery
- Assess organizational learning and development initiatives
- Align L&D metrics and KPIs with strategic outcomes

Training Methodology

This course uses a blended learning approach, incorporating

- Case studies: Real-world examples based on learning and development best practices
- Interactive workshops: Hands-on facilitation skills for HR exercises
- Discussions: Explore steps to create a learning culture
- Role plays: Practice training assessment techniques and feedback delivery
- Individual projects: Draft a tailored L&D strategy using modern L&D practices

Course Toolbox

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

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Course Agenda:

Day 1: Foundations of Learning and Development

- **Topic 1:** The strategic role of learning and development
- **Topic 2:** Understanding organizational purpose and structures
- **Topic 3:** The purpose and impact of L&D in modern organizations
- **Topic 4:** Linking L&D strategy with business strategy
- **Topic 5:** Evolution of learning and development practices
- **Topic 6:** Key trends in organizational learning
- **Reflection & Review:** Discuss the evolving role of L&D in organizations and key takeaways

Day 2: Building a Learning Organization

- **Topic 1:** Characteristics of a learning organization
- **Topic 2:** The five disciplines of learning organizations
- **Topic 3:** Steps to develop a learning organization
- **Topic 4:** Identifying and overcoming barriers to learning organizations
- **Topic 5:** Case studies on successful learning organizations
- **Topic 6:** Organizational learning vs. individual and team learning
- **Reflection & Review:** Evaluate organizational readiness for becoming a learning organization

Day 3: Creating a Learning Culture

- **Topic 1:** Defining and understanding learning culture
- **Topic 2:** Organizational culture and its influence on learning
- **Topic 3:** Practical steps to foster a learning culture
- **Topic 4:** Developing effective learning environments
- **Topic 5:** Leadership's role in shaping a learning culture
- **Topic 6:** Measuring the impact of a learning culture
- **Reflection & Review:** Analyze the essential elements of building a strong learning culture

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Day 4: L&D Strategic Planning

- **Topic 1:** Developing an L&D vision and setting strategic goals
- **Topic 2:** Aligning L&D initiatives with organizational objectives
- **Topic 3:** Crafting L&D metrics and KPIs
- **Topic 4:** Linking L&D strategy to organizational performance
- **Topic 5:** Building business cases for L&D investments
- **Topic 6:** Communicating L&D strategy to stakeholders
- **Reflection & Review:** Assess best practices for creating an effective L&D strategy

Day 5: Learning Needs Analysis and Capability Assessment

- **Topic 1:** Defining and identifying learning and development needs
- **Topic 2:** Methods for conducting a training needs analysis
- **Topic 3:** Capturing, analyzing, and reporting learning needs
- **Topic 4:** Setting L&D priorities based on organizational goals
- **Topic 5:** Capability gaps: assessment and implications
- **Topic 6:** Strategic approaches to learning needs prioritization
- **Reflection & Review:** Reflect on the role of needs analysis in strategic L&D planning

Day 6: Designing Learning and Development Programs

- **Topic 1:** Setting clear aims, objectives, and learning outcomes
- **Topic 2:** Designing effective training content and resources
- **Topic 3:** Training methods for modern organizations
- **Topic 4:** Selecting the right delivery channels in-person, virtual, blended
- **Topic 5:** Creating a seamless learning experience
- **Topic 6:** Planning resources for effective L&D delivery
- **Reflection & Review:** Review key principles in designing impactful L&D programs

Day 7: Delivery and Facilitation Excellence

- **Topic 1:** Fundamentals of facilitation for HR and L&D professionals
- **Topic 2:** Communication styles and personality types in training
- **Topic 3:** Common facilitation techniques for engaging learners
- **Topic 4:** Handling difficult participants and challenging situations
- **Topic 5:** Building trust and engagement in learning sessions
- **Topic 6:** Facilitator skills assessment and development
- **Reflection & Review:** Reflect on facilitation challenges and personal skill improvements

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Day 8: Assessing Training Effectiveness

- **Topic 1:** Introduction to training assessment techniques
- **Topic 2:** Understanding the Kirkpatrick model of evaluation
- **Topic 3:** Planning for assessment: tools and methods
- **Topic 4:** Measuring return on investment in L&D
- **Topic 5:** Providing constructive feedback to learners
- **Topic 6:** Reporting and communicating training effectiveness
- **Reflection & Review:** Analyze best practices in assessing L&D programs

Day 9: Implementing and Sustaining L&D Initiatives

- **Topic 1:** Action planning: translating learning into organizational practice
- **Topic 2:** Post-training action plan support techniques
- **Topic 3:** Building a continuous learning environment
- **Topic 4:** Leveraging technology to sustain learning
- **Topic 5:** Role of leadership in supporting L&D initiatives
- **Topic 6:** Monitoring and adjusting L&D programs post-implementation
- **Reflection & Review:** Develop strategies for sustaining learning beyond training sessions

Day 10: Strategic Integration and Future of L&D

- **Topic 1:** Emerging trends in learning and development
- **Topic 2:** Innovative organizational learning strategies
- **Topic 3:** Strategic role of senior leaders in L&D
- **Topic 4:** Preparing for future workforce learning needs
- **Topic 5:** Final presentation of L&D strategic plans
- **Topic 6:** Course summary and strategic takeaways
- **Reflection & Review:** Consolidate course learnings and create a personal L&D action plan

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 two weeks, approximately 40-45 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.