

Strategic LXD for Organizational Performance Training Course

26 – 30 April 2027
Amsterdam

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Ref: 103600492_109505 **Date:** 26 – 30 April 2027 **Location:** Amsterdam **Fees:** 5700 Euro

Course Overview

Strategic Learning Experience Design LXD for Organizational Performance is a high-impact corporate training course designed to help organizations transform learning into a measurable driver of performance, productivity, and capability development. The course goes beyond traditional instructional design by positioning learning experience design LXD as a strategic system aligned with business objectives, leadership priorities, and workforce performance outcomes.

Participants will explore how strategic learning experience design integrates human-centered design, learning theory, and performance measurement to create learning experiences that directly support organizational goals. The course emphasizes performance-driven learning design, ensuring that learning initiatives contribute to leadership effectiveness, talent development, skills growth, and productivity improvement.

Through practical frameworks and real organizational scenarios, participants will learn how to align learning strategy with business strategy, design performance-based learning experiences, apply evidence-based learning design, and measure learning impact using analytics and performance metrics. The program also addresses digital and blended learning experience design, governance models, and learning experience design ROI, enabling participants to justify learning investments at an executive level.

Target Audience

- Senior Executives and Business Leaders
- Heads of Learning & Development
- HR and Talent Development Leaders
- Organizational Development Managers
- Performance and Strategy Managers
- Corporate Training and Capability Managers
- Leadership Development Specialists
- Learning Experience Designers and L&D Teams

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Targeted Organizational Departments

- Learning & Development
- Human Resources
- Talent Management
- Organizational Development
- Corporate Strategy
- Leadership Development
- Digital Transformation
- Performance Management

Targeted Industries

- Government and Public Sector
- Financial Services and Banking
- Healthcare and Life Sciences
- Energy, Oil & Gas
- Telecommunications and Technology
- Manufacturing and Industrial Organizations
- Large Enterprises and Multinational Corporations

Course Offerings

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

- Design strategic learning experience initiatives aligned with organizational performance goals
- Align learning design with business strategy and leadership priorities
- Apply performance-driven and performance-based learning experience design models
- Design learning experiences that improve workforce productivity and capability building
- Develop learning experience strategies for leadership and management training
- Measure learning performance, training effectiveness, and learning impact
- Apply learning analytics and performance metrics to learning decisions
- Communicate learning experience design ROI to senior leadership
- Build scalable and sustainable learning experience design roadmaps

Training Methodology

This course uses a strategic, application-oriented methodology that mirrors professional learning experience design practice. Participants move through structured learning cycles that reflect real organizational contexts, combining analysis, design, application, evaluation, and reflection.

The methodology includes facilitated discussions, case-based learning, guided design exercises, group collaboration, and executive-level reflection sessions. Participants work with realistic organizational scenarios to apply performance-based learning experience design principles and align learning initiatives with business outcomes.

Emphasis is placed on evidence-based learning design and data-driven decision-making. Participants explore how learning analytics, performance metrics, and training effectiveness measurement inform design choices and continuous improvement. Peer feedback and structured reviews ensure that learning insights translate into actionable strategies applicable within corporate and government environments.

Course Toolbox

- Learning Experience Design Frameworks
- Learning Strategy Alignment Models
- Performance Mapping and Capability Models
- Learner Journey Mapping Examples
- Learning Impact and ROI Measurement Models
- Learning Analytics and Performance Dashboard Examples
- Learning Experience Design Governance Templates
- Learning Experience Design Roadmap Samples

Course Agenda

Day 1: Foundations of Strategic Learning Experience Design LXD

- **Topic 1:** Strategic learning experience design and its role in organizational performance
- **Topic 2:** Evolution from instructional design to learning experience design LXD
- **Topic 3:** Core principles of human-centered and goal-oriented learning design
- **Topic 4:** Understanding LXD dimensions: design, learning, and performance standards
- **Topic 5:** Learning experience design frameworks for corporate environments
- **Topic 6:** Aligning learning experience design with organizational goals and strategy
- **Reflection & Review:** Connecting LXD foundations to business and performance outcomes

Day 2: Learning Strategy Alignment and Business Performance

- **Topic 1:** Learning strategy and organizational performance alignment
- **Topic 2:** Learning design aligned with business strategy and KPIs
- **Topic 3:** Strategic LXD for leadership and management development
- **Topic 4:** Learning experience design for workforce performance and productivity
- **Topic 5:** Capability building through performance-based learning experience design
- **Topic 6:** Designing learning experiences for skills development and talent growth
- **Reflection & Review:** Evaluating strategic alignment in learning initiatives

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Day 3: Designing Performance-Driven Learning Experiences

- **Topic 1:** Performance-driven learning design principles
- **Topic 2:** Performance-based learning experience design models
- **Topic 3:** Designing learning experiences for measurable results
- **Topic 4:** Learner journey mapping for organizational performance improvement
- **Topic 5:** Evidence-based learning design and decision-making
- **Topic 6:** Integrating behavior change and capability outcomes into LXD
- **Reflection & Review:** Assessing how design decisions impact performance

Day 4: Digital, Blended, and Data-Driven Learning Experience Design

- **Topic 1:** Digital learning experience design for modern organizations
- **Topic 2:** Blended learning experience design models and use cases
- **Topic 3:** Data-driven learning experience design approaches
- **Topic 4:** Learning analytics for performance measurement
- **Topic 5:** Training effectiveness measurement and performance metrics in learning design
- **Topic 6:** Performance-focused digital learning and learning experience platforms LXP
- **Reflection & Review:** Using data and analytics to improve learning performance

Day 5: Governance, Measurement, and Scaling LXD for Impact

- **Topic 1:** Learning experience design governance and operating models
- **Topic 2:** Developing a learning experience design roadmap
- **Topic 3:** Measuring learning performance and learning impact
- **Topic 4:** Learning experience design ROI and executive reporting
- **Topic 5:** Scaling strategic learning experience design across the organization
- **Topic 6:** Sustaining long-term organizational performance through LXD
- **Reflection & Review:** Building a sustainable, performance-driven LXD ecosystem

FAQ

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

No formal prerequisites are required. The course is designed for professionals with experience in leadership, L&D, HR, organizational development, or performance management roles.

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

Each day's session typically lasts 4–5 hours, including interactive activities and reflection. The full course duration is approximately 20–25 hours over one week.

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How does learning experience design directly improve organizational performance?

Learning experience design improves organizational performance by aligning learning initiatives with business strategy, performance metrics, and workforce capability needs, ensuring learning delivers measurable results rather than isolated knowledge transfer.

How This Course is Different from Other Strategic Learning Experience Design Courses

This course positions learning experience design as a strategic performance system rather than a content or tool-focused discipline. It integrates learning strategy, governance, analytics, and ROI measurement to help organizations link learning directly to business outcomes. Participants gain practical frameworks for leadership development, talent growth, and digital learning transformation, making this program highly relevant for executives and performance-focused organizations seeking measurable impact from learning investments.