Learning and Development Strategy and Impact Evaluation Course

7 – 11 December 2026
Milan

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Training Center

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Ref: 1045_177077 **Date:** 7 – 11 December 2026 **Location:** Milan **Fees:** 5700 Euro

Overview

Learning and Development Strategy and Impact Evaluation Course is a one-week advanced course for learning teams, training managers, organization development practitioners, HR partners, and reviewing managers, who leave with an L&D Strategy and Impact Portfolio. Participants diagnose performance and development gaps, align priorities, design blended pathways, govern delivery, evaluate transfer and results, and use learning analytics to improve investment decisions. Agile Leaders Training Center develops strategy-led learning and impact evaluation capability.

Who Should Attend

- Learning and development teams responsible for strategy, portfolios, pathways, and evaluation
- Training management teams responsible for governance, delivery quality, and resource decisions
- Organization development teams responsible for capability priorities and performance change
- HR business partners responsible for connecting workforce needs with learning responses
- Managers responsible for sponsoring learning and reviewing transfer and impact evidence

The course assumes participants can analyze workplace performance and manage learning initiatives, and it leaves instructional delivery fundamentals and formal qualification assessment outside its scope.

Departments and Industries

The course supports organizations that need learning investment tied to capability and performance priorities.

- Learning and development, talent management, and organization development
- Human resources, workforce planning, and performance management
- Banking, technology, telecommunications, and professional services
- Healthcare, education, manufacturing, and logistics
- Public services, nonprofit organizations, and infrastructure operators

Learning Objectives

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

- Diagnose performance, capability, and development gaps using evidence
- Build a strategy-aligned learning portfolio and priority map
- Design blended pathways with transfer and stakeholder controls
- Apply ISO 30422:2022 guidance to workplace learning governance
- Evaluate reaction, learning, behavior, results, and attribution limits
- Use learning analytics to prioritize portfolio improvement decisions

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Course Agenda

Day 1: Strategic Diagnosis and Alignment

- Organizational Context and Capability Priority Map
- Performance-versus-Development Gap Diagnostic
- Stakeholder Expectation and Evidence Matrix
- Learning Needs Analysis Data Plan
- Strategic Alignment and Success-Criteria Charter

Day 2: Portfolio and Pathway Architecture

- Learning Portfolio Segmentation Grid
- Formal and Informal Learning Architecture
- Blended Development Pathway Blueprint
- Learning Objective and Performance Measure Map
- Intervention Prioritization and Resource Matrix

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Day 3: Governance and Transfer Design

- ISO 30422:2022 Learning Governance Review
- Learning Ownership and Decision-Rights Matrix
- Manager and Sponsor Transfer Support Plan
- Workplace Application and Reinforcement Schedule
- Delivery Risk and Quality-Control Register

Day 4: Impact Evaluation and Analytics

- Kirkpatrick Model Evidence Chain
- Reaction, Learning, Behavior, and Results Measure Set
- Baseline, Comparison, and Contribution Analysis
- Learning Analytics Data and Ownership Map
- Impact Dashboard and Portfolio Review Cycle

Day 5: Strategy and Evaluation Practice

- Exercise: Diagnose a Performance and Development Gap
- Exercise: Build a Blended Learning Pathway
- Exercise: Design a Transfer and Evidence Plan
- Exercise: Interpret Learning Impact Findings
- Capstone Exercise: L&D Strategy and Impact Portfolio

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Practical Exercises

The course uses suggested activities that connect organizational evidence, pathway design, transfer, evaluation, and portfolio decisions.

- Suggested activity: separate performance causes from development needs in a service and operations case
- Suggested activity: map formal, informal, manager-led, and workplace learning into one pathway
- Suggested activity: build measures for reaction, learning, behavior, and organizational results
- Suggested activity: present an evidence-based portfolio continuation, redesign, or withdrawal decision

FAQs

Who suits learning and development strategy and impact evaluation training?

Learning teams, training managers, organization development practitioners, HR partners, and reviewing managers suit the training. Participants should already analyze workplace performance and manage learning initiatives.

How does learning and development strategy differ from instructional design training?

Learning and development strategy governs organizational priorities, portfolios, pathways, stakeholders, transfer, and impact evidence. Instructional design training concentrates on structuring learning experiences, content, activities, and assessments for a specific intervention.

How is learning impact evaluated beyond participant satisfaction?

Learning impact is evaluated through evidence of learning, workplace behavior, and organizational results, supported by baselines, stakeholder expectations, contribution analysis, and explicit limits on attribution.

What role does learning transfer play in L&D strategy?

Learning transfer connects course participation with workplace application. Manager support, practice opportunities, reinforcement, job conditions, and follow-up evidence determine whether acquired capability becomes observable performance.

Conclusion

Participants take back an L&D Strategy and Impact Portfolio containing gap diagnostics, priorities, pathway blueprints, governance decisions, transfer controls, evaluation measures, analytics views, and improvement recommendations. It makes learning investment choices traceable to organizational evidence. Teams can use it to redesign portfolios and communicate contribution without overstating attribution.