



## Mini-MBA in HR and Learning Development Training Course

25 April – 6 May 2027  
Lagos

## Mini-MBA in HR and Learning Development Training Course

**Ref:** 1643\_221395 **Date:** 25 April – 6 May 2027 **Location:** Lagos **Fees:** 5800 Euro

### Overview

Mini-MBA in HR and Learning Development Training Course is a two-week professional programme for HR, L&D, talent, and capability practitioners who connect workforce decisions with measurable learning impact. Participants build a People and Learning Strategy Portfolio linking business priorities, workforce capability, employee experience, talent systems, learning architecture, analytics, governance, and change. The Mini-MBA format strengthens commercial and cross-functional decisions but does not award an academic degree or named certification. Agile Leaders Training Center develops practical, evidence-informed people capability.

### Who Should Attend

- HR managers, business partners, and experienced generalists
- Learning and development managers and programme leads
- Talent management and organisation development practitioners
- People analytics and workforce planning specialists
- Managers responsible for organisation-wide capability

### Learning Objectives

- Translate business priorities into workforce and capability choices
- Align resourcing, employee experience, and retention
- Build learning architecture connecting needs, design, transfer, and evaluation
- Integrate performance, talent, succession, mobility, and career development
- Use people and learning analytics to demonstrate value
- Shape governance, technology, investment, and change
- Present a board-ready People and Learning Strategy Portfolio

### Course Agenda

#### Day 1: Business Context and People Value

- Business Model and Stakeholders
- People Function Value Logic
- Commercial Acumen
- Ethical and Evidence-Based Decisions
- Strategy Baseline



## **Day 2: Workforce Strategy and Capability Risk**

- Demand, Supply, and Scenarios
- Critical Roles and Segmentation
- Skills Taxonomy and Inventory
- Build, Buy, Borrow, Move, and Automate Choices
- Capability Risk Register

## **Day 3: Employee Lifecycle and Experience**

- Role Architecture and Resourcing
- Selection and Candidate Experience
- Onboarding and Role Readiness
- Employee Listening and Journey Mapping
- Retention Drivers and Measures

## **Day 4: Learning Needs and Capability Architecture**

- Performance and Organisation Analysis
- Capability Frameworks and Proficiency
- Learning Portfolio and Pathways
- Formal, Social, Experiential, and Workflow Learning
- Learning Governance

## **Day 5: Learning Design, Delivery, and Transfer**

- Outcomes and Assessment Alignment
- Adult Learning and Practice Design
- Facilitation and Blended Delivery
- Manager Support and Transfer
- Accessibility and Quality Assurance

## **Day 6: Performance, Talent, and Careers**

- Expectations and Feedback Rhythm
- Talent Criteria and Calibration
- Career Architecture and Mobility
- Development Planning and Coaching
- Succession Readiness



## **Day 7: Organisation Development and Change**

- Organisation Diagnosis
- Culture and Leadership Signals
- Change Readiness
- Consulting and Business Partnering
- Adoption and Benefits

## **Day 8: People and Learning Analytics**

- Decision Questions and Data Definitions
- Descriptive and Diagnostic Reasoning
- Learning Transfer and Impact
- Workforce and Talent Indicators
- Dashboard Story and Limitations

## **Day 9: Technology, Investment, and Governance**

- HR and Learning Technology
- Process, Data, Privacy, and Access
- Portfolio Cost and Prioritisation
- Vendor Evaluation
- Ownership and Assurance

## **Day 10: Integration and Executive Presentation**

- Strategic Choices and Dependencies
- People and Learning Operating Rhythm
- Roadmap, Resources, Risks, and Measures
- Executive Narrative
- Capstone Portfolio Presentation

## **Practical Exercises**

- Convert a business scenario into workforce priorities
- Map a critical employee journey
- Design a blended learning pathway
- Calibrate a talent and succession case
- Build an executive dashboard
- Present an integrated roadmap



## Course Outputs

- People Value Map
- Workforce Capability Risk Register
- Employee Experience Map
- Learning Architecture and Evaluation Plan
- Talent and Succession Framework
- Analytics Dashboard Blueprint
- People and Learning Strategy Portfolio

## FAQs

### Is this an academic MBA?

No. Mini-MBA describes the integrated business-oriented format; this course does not confer a degree.

### Does it prepare participants for certification?

No. It uses recognised professional capability themes but is not examination preparation.

### How are HR and learning integrated?

Modules connect workforce decisions with capability building, transfer, talent systems, measures, governance, and outcomes.

### What is the practical result?

A structured portfolio containing priorities, measures, governance, risks, and a phased roadmap.

### Is management experience required?

No, but participants should understand workplace HR or learning processes.