Instructional Design for Human Performance & Leadership

10 – 14 May 2027
Addis Ababa

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Training Center

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Instructional Design for Human Performance & Leadership

Ref: 103600491_225300 **Date:** 10 – 14 May 2027 **Location:** Addis Ababa **Fees:** 4500 Euro

Course Overview

Instructional Design for Leadership, Soft Skills & Behavior Change is a comprehensive corporate training program designed for organizations seeking to move beyond knowledge-based training toward measurable leadership behavior change. The course equips L&D, HR, and leadership development professionals with advanced capabilities in instructional design for leadership, soft skills instructional design, and behavior change instructional design.

Unlike traditional instructional design programs, this course focuses on behavioral learning design, performance-based instructional design, and learning design for behavior transformation to ensure leadership and soft skills training leads to observable workplace outcomes. Participants learn how to design leadership learning experiences that influence mindset, habits, and decision-making using evidence-based instructional design, human-centered instructional design, and learner-centered leadership training principles.

The course emphasizes instructional design for leadership development, leadership capability development training, and organizational behavior learning design, ensuring alignment with business strategy and workforce development goals. By the end of the program, participants will be able to design leadership and soft skills programs that support learning transfer and behavior change, not just training completion.

Target Audience

- Learning & Development L&D Professionals
- HR Managers and Talent Development Leaders
- Instructional Designers and Learning Experience Designers
- Leadership Development Managers
- Organizational Development Specialists
- Corporate Trainers and Training Managers
- Workforce and People Development Leaders

Targeted Organizational Departments

- Learning & Development L&D
- Human Resources and Talent Development
- Leadership Development and Executive Education
- Organizational Development
- Corporate Training Units
- Workforce Development and Performance Management

These departments benefit directly from **corporate instructional design for soft skills**, **instructional design for people development**, and **leadership training instructional design** initiatives.

Targeted Industries

- Government and Public Sector
- Banking, Finance, and Professional Services
- Healthcare and Life Sciences
- Energy, Oil & Gas, and Utilities
- Technology and Telecommunications
- Manufacturing and Industrial Organizations
- Education, Training Providers, and Consulting

Course Offerings

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

- Design leadership training using instructional design for leadership development
- Apply behavior change instructional design to soft skills and leadership programs
- Build behavior-based learning design solutions for workplace performance
- Create learning design for leadership programs aligned with organizational goals
- Use performance-based instructional design for leadership capability development
- Design habit-based learning design interventions that support mindset change
- Apply evidence-based instructional design principles to leadership learning
- Ensure learning transfer and behavior change in real work environments

Training Methodology

This course uses an applied, experiential methodology grounded in transformational learning design and experiential learning design for leaders. Participants engage in case analysis, collaborative design exercises, guided reflection, and peer feedback sessions focused on instructional design for workplace behavior.

Real organizational scenarios are used to practice instructional design strategies for leadership development, ensuring immediate applicability. Sessions emphasize reflection, iteration, and performance alignment rather than theoretical abstraction. The methodology ensures learning outcomes translate into real leadership behavior and organizational impact.

Course Toolbox

Note: Tools are not physically provided. The course focuses on insights, frameworks, and examples of tools relevant to instructional design.

- Leadership learning design frameworks
- Behavior change mapping models
- Soft skills training design templates illustrative examples
- Performance-based instructional design structures
- Learning transfer and reinforcement models
- Competency-based instructional design examples
- Behavioral evaluation and measurement concepts

Course Agenda

Day 1: Foundations of Instructional Design for Leadership & Human Skills

- **Topic 1:** Instructional Design for Leadership: Scope, Purpose, and Business Value
- **Topic 2:** Leadership Instructional Design vs Technical Skills Design
- **Topic 3:** Instructional Design for Human Skills and Soft Skills Development
- **Topic 4:** Leadership Learning Design and Adult Learning Principles
- **Topic 5:** Human-Centered and Learner-Centered Instructional Design
- **Topic 6:** Aligning Leadership Capability Development Training with Organizational Strategy
- **Reflection & Review:** Core principles of leadership-focused instructional design

Day 2: Behavior Change, Mindset Shift & Learning Psychology

- **Topic 1:** Behavior Change Instructional Design in Corporate Environments
- **Topic 2:** Behavioral Learning Design and Workplace Behavior Analysis
- **Topic 3:** Learning Design for Behavior Transformation and Mindset Change
- **Topic 4:** Habit-Based Learning Design for Sustainable Leadership Behaviors
- **Topic 5:** Evidence-Based Instructional Design for Behavior Change
- **Topic 6:** Designing Learning Experiences That Influence Decision-Making
- **Reflection & Review:** Translating learning into observable behavior change

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Day 3: Designing Leadership & Soft Skills Training Programs

- **Topic 1:** Soft Skills Instructional Design Frameworks
- **Topic 2:** Instructional Design for Leadership Development Programs
- **Topic 3:** Designing Leadership Behavior Change Training
- **Topic 4:** Instructional Design for Management Training and People Development
- **Topic 5:** Experiential Learning Design for Leaders
- **Topic 6:** Applied Instructional Design for Soft Skills in Real Work Contexts
- **Reflection & Review:** Designing soft skills programs that change behavior

Day 4: Performance, Measurement & Learning Transfer

- **Topic 1:** Performance-Based Instructional Design for Leadership
- **Topic 2:** Instructional Design for Workplace Behavior and Performance Improvement
- **Topic 3:** Learning Transfer and Behavior Change Measurement
- **Topic 4:** Competency-Based Instructional Design for Leadership Roles
- **Topic 5:** Leadership Effectiveness Training Design and Evaluation
- **Topic 6:** Measuring Impact Beyond Training Completion
- **Reflection & Review:** Evaluating leadership learning effectiveness

Day 5: Strategic, Organizational & Future-Focused Learning Design

- **Topic 1:** Organizational Learning Design for Leadership Transformation
- **Topic 2:** Instructional Design for Senior Leaders and Executives
- **Topic 3:** Transformational Learning Design for Future Leaders
- **Topic 4:** Instructional Design Strategies for Leadership Development at Scale
- **Topic 5:** Designing Sustainable Leadership Behavior Change Programs
- **Topic 6:** Integrating Leadership Learning Design into Talent & Workforce Development
- **Reflection & Review:** Applying instructional design for long-term organizational impact

FAQ

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

Participants should have basic exposure to training, learning, and development, HR, leadership development, or instructional design. Prior corporate training experience is beneficial but not mandatory.

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

Each day's session lasts approximately 4–5 hours. The total course duration is around 20–25 hours across one week.

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How is behavior change different from traditional leadership training outcomes?

Behavior change learning design focuses on observable actions, mindset shifts, and sustained workplace behaviors rather than knowledge acquisition alone.

How This Course is Different from Other Instructional Designs for Leadership, Soft Skills & Behavior Change Courses

This course uniquely integrates behavior change instructional design, performance-based instructional design, and learning transfer into leadership and soft skills development. Rather than treating leadership training as content delivery, it equips participants to design learning experiences that drive real organizational behavior change, making it a strategic capability-building program for modern enterprises.