BLACKBIRD FOR TRAINING

Leadership in Learning & Development for Human Resources

13 – 30 September 2027
Berlin (Germany)



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Introduction

The world lacks effective business leaders, and this course is designed to bridge the gap between mediocre performance and sustained high achievement. Focused on accelerating leadership development, it equips participants with coaching techniques to become better leaders. Whether your leadership style is situational, transformational, strategic, or inspirational, this course will guide you to refine your skills and achieve your leadership goals.

The training also emphasizes HR development, offering a clear understanding of what HR development is, its strategies, methods, and processes. This course provides tools to connect training planning with leadership learning goals, creating sustainable and innovative outcomes.

Course Objectives

- Develop a comprehensive understanding of leadership in HR management and HR development goals.
- Gain practical skills in HR development activities and methods to enhance performance.
- Explore leadership in learning organizations to inspire and lead effectively.
- Understand and apply the HR development process for long-term organizational success.
- Learn strategic approaches to align training planning with leadership learning initiatives.
- Utilize predictive tools to analyze trends and forecast training needs.
- Integrate training strategies with HR development definitions to maximize organizational impact.

Course Outlines

Day 1: Core Leadership Skills through Coaching

- Smarter thinking and faster results.
- Practical demonstrations of leadership techniques.
- Leveraging leadership in HR management for organizational growth.

Day 2: Communication - Influence and Persuasion

- Strategies for effective communication.
- Setting and achieving WIN/WIN goals.
- Aligning communication with HR development strategies.



Day 3: Self-Perception and Leadership Awareness

- Acts of leadership and self-awareness.
- Understanding social conditioning and behavioral patterns.
- Applying insights to HR learning goals.

Day 4: Overcoming Fears and Self-Limiting Beliefs

- Addressing self-limiting beliefs and fears.
- Techniques to enhance imagination and creativity.
- Empowering self and teams using HR learning specialist tools.

Day 5: Leadership as an Action

- Authentic leadership and its evolution.
- Utilizing HR development strategies to foster innovation.
- Empowering teams through effective leadership.

Day 6: Reflecting on Leadership and Innovation

- Solo and group insights into leadership behaviors.
- Linking leadership learning goals to organizational objectives.
- Encouraging innovation and adaptability in leadership.

Day 7: Future-Proofing Leadership

- Preparing for leadership challenges with innovation.
- Connecting HR development processes with futuristic leadership models.

Day 8: Empower Self and Others

- Building collaborative coaching groups.
- Conducting application workshops to implement leadership strategies.

Day 9: Training Planning and Management in HR

- Exploring the dynamic role of HR learning in training management.
- Case studies on aligning training with organizational goals.

Day 10: Strategic Focus on Training Planning

- Developing strategic templates for training.
- Measuring maturity levels for initiating training activities.
- Using tools to achieve timely and budget-friendly results.



Day 11: Document Management and Control

- Reducing costs through digital document management.
- Streamlining workflows for efficient communication.
- Integrating document management with HR development activities.

Day 12: Forecasting and Trend Analysis in Training

- Using predictive tools for training needs analysis.
- Understanding trends to enhance HR development goals.
- Managing expectations and measuring individual performance.

Day 13: Business Planning and Workforce Re-Engineering

- Succession planning strategies.
- The role of emotional intelligence in leadership development.
- Linking HR development processes with workforce strategies.

Day 14: Integrating Training with Strategic Planning

- Identifying training needs and financing plans.
- Developing a comprehensive approach to HR learning.

Day 15: Aligning Training Planning with HR Functions

- Using management tools for maximum impact.
- Enhancing cooperation between departments.
- Ensuring the training planning process aligns with HR development methods.

Why Attend this Course: Wins & Losses!

- Master leadership skills aligned with HR development goals.
- Learn advanced HR development methods and tools for sustainable growth.
- Understand the integration of HR learning and leadership strategies.
- Gain practical experience in training planning to address future challenges.

Conclusion

This course is a comprehensive program designed to equip you with the tools, skills, and strategies needed to become an effective leader and planner. By focusing on leadership in learning organizations, HR development, and training planning, you will be ready to drive innovation, inspire teams, and achieve organizational excellence.

Don't miss this opportunity to transform your leadership capabilities and a[illegible]

