

Learning & Development (L&D) Fundamentals

20 – 24 September 2027
Kigali (Rwanda)

UK Training

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Ref: 3255260_191923 **Date:** 20 – 24 September 2027 **Location:** Kigali (Rwanda) **Fees:** 4200 GBP

Introduction

In today's dynamic and ever-changing business environment, investing in people's development is no longer a luxury—it has become a strategic necessity.

Learning & Development L&D serves as the cornerstone for building organizational capabilities, improving productivity, and fostering a culture of innovation and excellence.

This course provides participants with the fundamental principles of Learning & Development, equipping them with practical tools to design, implement, and evaluate impactful training programs aligned with organizational goals.

Course Objectives

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

- Understand the key concepts and principles of Learning & Development.
- Explore global trends and best practices in people development.
- Design effective training programs that align with organizational strategies.
- Conduct Training Needs Analysis TNA to identify critical skill gaps.
- Apply evaluation models to measure training impact and Return on Investment ROI.
- Position Learning & Development as a key driver for organizational growth and transformation.

Course Outlines

Day 1: Fundamentals of Learning & Development

- Introduction to L&D and its role in modern organizations.
- From traditional training to organizational development.
- The Training Cycle explained.
- Case studies from real-world practices.

Day 2: Training Needs Analysis TNA

- Importance of identifying training needs.
- Tools and methods: surveys, interviews, performance reviews.
- Linking training needs to strategic objectives.
- Workshop: Building a TNA framework.

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A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a pawn) positioned on it. The board is white and black, and the pieces are gold and silver. The text 'UK Training PARTNER' is overlaid on the right side of the board.

Day 3: Designing Training Programs

- Principles of curriculum and program design.
- Instructional design models: ADDIE and Bloom's Taxonomy.
- Choosing the right delivery methods: classroom, e-learning, blended.
- Group activity: Design a short training program.

Day 4: Delivering and Managing Training

- Essential skills of effective trainers.
- Managing the training environment and participants.
- Leveraging technology and e-learning platforms.
- Simulation: Delivering a mini training session.

Day 5: Evaluating Training & Measuring ROI

- Kirkpatrick's Four Levels of Evaluation.
- Calculating ROI in training programs.
- Reporting training results to management.
- Personal action plan: Applying L&D principles in your workplace.

Why Attend This Course: Wins & Losses!

- Gain a solid foundation in Learning & Development fundamentals.
- Learn how to translate training into measurable business outcomes.
- Acquire practical frameworks and tools that can be applied immediately.
- Strengthen your ability to link training with organizational growth.
- Build a professional network with peers and L&D experts.

Conclusion

Developing people is the fastest way to develop organizations. Through this program, you will gain the knowledge, skills, and strategies needed to become an effective change agent and a driver of organizational excellence.

Learning & Development Fundamentals is not just a training course—it is a transformative journey that shows how learning can reshape individuals and organizations alike.

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A graphic illustration of a chessboard with several chess pieces. A large gold king piece is prominent in the foreground, with a silver pawn and a gold pawn nearby. The board is checkered, and there are concentric circles in the background.