

Advanced course in CIPD Learning & Development Program

6 – 17 September 2027
Paris (France)

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Ref: 3255398_340328 **Date:** 6 – 17 September 2027 **Location:** Paris (France) **Fees:** 10600 GBP

Introduction

In an era defined by rapid digital transformation and evolving workplace dynamics, Learning and Development L&D has become a strategic necessity rather than a support function. Organizations that invest in continuous learning and skill enhancement outperform competitors, adapt faster, and retain top talent.

The CIPD Learning & Development Program offers a world-class platform for professionals seeking to elevate their capabilities in strategic learning management, talent development, and organizational growth. It is specifically designed for HR practitioners, executives, and team leaders aiming to align workforce development initiatives with long-term business goals.

Through a comprehensive, two-week learning journey, participants gain in-depth exposure to global best practices, regional insights, and hands-on learning experiences. The program blends theory with practical tools, case studies, and simulations, enabling participants to design and implement impactful L&D strategies that foster engagement, innovation, and measurable performance outcomes.

Course Objectives

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

- Understand modern principles and emerging global trends in Learning and Development L&D.
- Design integrated L&D strategies that align with corporate vision and HR objectives.
- Conduct comprehensive Training Needs Analyses TNA using data-driven methodologies.
- Develop effective digital and blended learning programs tailored to organizational needs.
- Apply measurement frameworks to assess training impact and return on investment ROI.
- Strengthen employee engagement through continuous learning and knowledge sharing.
- Position the HR function as a strategic business partner in transformation and capability building.
- Establish a learning culture that supports long-term organizational success and adaptability.

Course Outlines

Day 1 - Introduction to Learning & Development

- The strategic importance of L&D in driving business performance.
- Evolution of learning in the digital era.
- The full L&D cycle: from identifying needs to evaluating impact.
- Case studies on successful global and regional learning strategies.

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Day 2 - Organizational Learning and Capability Building

- Linking L&D initiatives to business and performance outcomes.
- Identifying and closing workforce skill gaps.
- Designing competency frameworks to build organizational capability.
- Interactive session: mapping competencies and aligning them to goals.

Day 3 - Training Needs Analysis TNA

- The role of TNA in strategic workforce planning.
- Tools and methods: surveys, interviews, performance metrics, and KPIs.
- Translating business challenges into targeted learning priorities.
- Workshop: developing a customized TNA model for your organization.

Day 4 - Learning Program Design and Implementation

- Steps for designing high-impact learning programs.
- Setting measurable learning objectives using the SMART model.
- Incorporating experiential and participatory learning methods.
- Hands-on exercise: building a complete training plan.

Day 5 - Facilitation and Learning Delivery Skills

- Understanding adult learning theories Andragogy.
- Techniques for engaging modern learners in virtual and classroom settings.
- Facilitating dynamic learning sessions and managing group dynamics.
- Practice session: delivering a mini learning intervention.

Day 6 - Digital Learning Transformation

- E-learning, microlearning, and mobile learning trends.
- Integrating technology and AI-powered learning systems.
- Selecting and managing Learning Management Systems LMS effectively.
- Workshop: designing a basic digital learning module.

Day 7 - Gamification and Experiential Learning

- Using gamification to drive motivation and learner engagement.
- Designing immersive and simulation-based learning experiences.
- Tools for virtual collaboration and experiential learning.
- Group exercise: developing a gamified training challenge.

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Day 8 - Measuring Learning Effectiveness and ROI

- Applying Kirkpatrick's Four Levels of Evaluation.
- Measuring Return on Investment ROI in training programs.
- Leveraging analytics for evidence-based L&D decision-making.
- Practical session: building an L&D performance dashboard.

Day 9 - Building and Sustaining a Learning Culture

- Leadership's role in embedding continuous learning.
- Integrating L&D into performance management and talent systems.
- Recognition and reward systems that reinforce learning behavior.
- Group discussion: case studies from leading learning organizations.

Day 10 - Capstone Project and the Future of Learning

- Exploring emerging trends: AI-driven adaptive learning, reskilling, and lifelong learning.
- Participant presentations: designing a corporate learning strategy.
- Peer feedback, reflection, and final evaluation.
- Certificate ceremony and program wrap-up.

Why Attend This Course: Wins & Losses!

- Earn recognition from a globally accredited institute CIPD.
- Gain strategic insight into the full L&D lifecycle — from design to ROI measurement.
- Build proficiency in digital learning tools, blended delivery, and data analytics.
- Strengthen organizational talent pipelines through evidence-based L&D.
- Learn to translate business goals into measurable learning outcomes.
- Expand professional credibility and open career advancement opportunities.
- Engage with real-world case studies and interactive workshops.
- Network with HR leaders and L&D professionals across multiple sectors.

Conclusion

The CIPD Learning & Development Program is more than a professional qualification—it's a transformative experience that empowers participants to lead learning innovation and elevate organizational performance.

By mastering the tools and strategies shared throughout this program, professionals can confidently design, implement, and evaluate learning initiatives that generate measurable business impact. The knowledge gained equips participants to act as strategic L&D leaders, driving cultural change, digital transformation, and continuous capability growth. Ultimately, this program enables organizations to future-proof their workforce, enhance employee engagement, and sustain long-term competitiveness in an unpredictable global market.

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A decorative graphic in the bottom right corner showing a chessboard with several chess pieces, including a king, queen, and pawns, in gold and silver.