

Leadership in Learning & Development for Human Resources

*Munich (Germany)*

*7 - 18 July 2025*

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## Leadership in Learning & Development for Human Resources

Code: HR28 From: 7 - 18 July 2025 City: Munich (Germany) Fees: 8400 Pound

### Introduction

The world is short of effective business leaders. This book is just one attempt at closing the gap between languishing underperformance and sustained high-performance. Specifically, it is about accelerated leadership development. By using coaching to be a better leader. No matter what your preferred leadership model or style is now or whether it's one or portfolio you may aspire to in the future. A few leadership examples might be; situational, visionary, transformational, authentic, crisis, transactional, strategic, or inspirational. Simply, how to be more of the leader you would like to become.

Training Planning is now a critical factor in the longer-term ability of International businesses to compete globally. It is now seen as a key business requirement, organizations must have a clear strategy, to support the training Planning process, we will discuss some real-life strategies and approaches. Just like verses of poetry, to make training planning more successful, you should team it up with training. The stronger the link the better the effect.

### Course Objectives of Executive Leadership Coaching

- Introduction to Executive Leadership Coaching
- The core of leadership and the skills are needed
- Communication, Influence, and persuasion
- Successful Goal Achievement
- Consider a number of strategic models for training planning
- Master and be able to use methods to explore predictive trends.
- Managing/controlling documents, including folders and forms, reduce document distribution costs.
- Develop business techniques to manage the training planning process
- Plan and implement action plans for self and individuals/managers involved in the training Planning process
- Relate all the above mentioned to managing the training function in an organization

### Course Outlines

#### Day 1

##### Coaching - Core Leadership Skills

- Smarter Thinking! Deeper Change! Faster Results!
- Total Self-Score Guidance
- Practical Demonstration
- Human Performance Technologies - are the Future
- Instant and lasting results
- Analysis of Structure

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## Day 2

### Communications - Influence and persuasion

- Sensory Preference
- Sensory-Based Word Choices
- Communicating on multiple levels is the norm
- Successful Goal Achievement WIN/WIN Goals
- WIN Goal
- Some goal-setting considerations
- Chunking
- Induction detail
- Deduction big picture
- Abduction lateral thinking

## Day 3

### Perception of self

- Acts of leadership
- The hero journeys
- Self-awareness
- Conscious versus subconscious
- Power of beliefs
- What are we broadcasting?
- Changes in organisms
- Social conditioning

## Day 4

### Release from fears and self-limiting beliefs

- What self-limiting beliefs are
- How they impact our lives
- Power of beliefs and fears
- Imagination and conception
- Whole-body listening
- Understanding blame
- Overcoming fears and phobias

## Day 5

### Leadership is an action

- History of leadership
- Leadership is an action
- Courage to act
- Authentic leadership
- Leading and being led

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- Limitless potential
- Imagination, creativity, and play
- Understanding self, in-person leadership training

## Day 6

### Awareness of self

- Solo Reflection
- Individual and group insights
- Making sense of the learning
- Leadership and labels
- Judgment and opinion
- Patterns of behavior and where they come from
- Energetic hug
- Commitment to change and innovation in leadership

## Day 7

### Future leadership & Innovation training

- Innovate to future proof
- Anything is possible
- Find your bliss
- Creating a balance

## Day 8

### Empower self, empower others

- Peer coaching groups
- Commit to action
- Imagine the future
- Application workshops & Exercises

## Day 9

### The dynamic role of training planning vis-à-vis Training Management

- Introductions, programs, objectives, and ways of working
- HR models and how to satisfy potential future organizational structures
- The growing business importance of HR training planning HRMP
- The changing shape of organizations and work requirements - the effects on today's organization
- Trends - right-sizing; what's appropriate - use of decision-making tools and examples
- The four main areas of training planning - Strategic focus, Data and analysis, training planning, and people development including a case study

## Day 10

### The strategic focus on training planning from the first principals

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

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- The new HR strategic map
- How to use a strategic template - exercise and case study
- Measuring organizational maturity - a trigger for training planning activities - exercise
- Converting strategy into workable plans, the collection, and analysis of business data to trigger appropriate action
- Techniques for delivering on time and on budget

## Day 11

### Document management/control

- Control documents including folders and forms.
- Reduce document distribution costs - no more paper.
- Distribute and view documents - no more paper.
- Cooperation between departments through electronic work.
- Scanning, indexing, OC, and archiving of paper documents.
- The speed in informing the targets, whether in the plan or a work assignment

## Day 12

### Training, forecasting, trend analysis, and Training planning

- Understanding trends - examples and exercise
- Use of predictive software to support the supply of training
- How to measure relationships and understand results - exercises
- The need for using unit costs - exercise
- Individual measurements, exactly how competencies are structured
- Managing expectations and individual's needs
- Measuring and forecasting individual's performance using behavioral techniques

## Day 13

### training supply - Business planning and manpower re-engineering

- Selecting the "right" principal for training supply
- Consider the three approaches to succession planning
- The use of pre-selection for key posts - the role of psychometric testing, emotional intelligence assessment centers, agreements, and visual development maps
- Business review - why training planning should be considered and where it has an impact

## Day 14

### Explore the linkages and interrelation with training

- Prefer the most appropriate training
- Knowledge of training needs
- Comprehensive training planning
- Training financing plans

## Day 15

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Making the training planning process fit together to maximize results

- The use of management tools and techniques to achieve maximum effect
- Why do performance appraisals on their own don't work for selection into development pools
- Three approaches, talent pool, individual selection, and headhunting
- The cooperation needed to achieve the business benefits
- How the whole training planning process should fit together with HR & Training function

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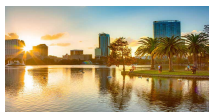


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