

Leadership in Learning & Development for Human Resources

Kigali (Rwanda)

3 - 14 March 2025

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Code: HR28 From: 3 - 14 March 2025 City: Kigali (Rwanda) Fees: 8200 Pound

Introduction

The world is short of effective business leaders. This training 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 ability of international businesses to compete globally in the long term. It is now seen as a key business requirement, that 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

- 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.
- Manage/control documents, including folders and forms, to 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.

A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a knight) 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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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.
- Limitless potential.
- Imagination, creativity, and play.
- Understanding self, in-person leadership training.

Day 6: Awareness of self

- Solo Reflection.
- Individual and group insights.

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- 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

- 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.

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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 needs.
- Measuring and forecasting an 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: 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 the HR & Training function.

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