

## Corporate Learning & Development Professional

*Kigali (Rwanda)*

*9 - 13 December 2024*

UK Training

**PARTNER**

## Corporate Learning & Development Professional

Code: HR28 From: 9 - 13 December 2024 City: Kigali (Rwanda) Fees: 3300 Pound

### Introduction

This exciting and innovative training course in Learning & Development Professionals will introduce you to the latest and best practices in training management and organisational learning. This training course is paced, challenging, and highly rewarding. You will learn about how to become a truly "learning organisation" and redefine organisational learning so that your organisation places learning and development at the core of its business.

This training course will introduce you to the latest and proven techniques for Training Management, Organisational Learning, Talent Management, and Organisational Development OD. Your professional practice and career will be enhanced by attending this course.

### Course Objectives of Learning & Development Professional

- Demonstrate an understanding of Organisational Learning Theory
- Explain the Concept of Effective Training Management
- Utilise the Skills of OD for Organisational Learning & Training Management
- Apply Appropriate Skills for Developing a Learning Organisation
- Develop Training Suitable for a Particular Audience or Workgroup

### Learning & Development Professional Course Outlines

#### Day 1

##### Organisational Strategy & Learning

- Approaches to Strategy
- Creating a Business Model
- Strategic Analysis PEST; balanced scorecards; five forces: swot
- The Concept of Learning and How it should fit with Strategy
- The Idea of Organisational Learning

#### Day 2

##### Leading and Development

A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a knight) on it. The pieces are in shades of gold and silver. The board is white and black squares, with a grid of concentric circles in the background.

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- Leadership Theory Explained Simply
- Transformational Leadership
- Your Preferred Role as a Leader or Manager
- Managing the Training Function Strategically
- Differentiating Succession Management & Talent Management
- Nationalisation Issues in Training

### Day 3

#### Change of Leadership

- An Experience of Change
- Change at the Team Level
- Change at the Organisational Level
- Key Drivers of Change
- Change Management
- Case Studies of Best Practice in Change Management

### Day 4

#### Basics of Finance for Learning Professionals

- Accounting & Finance Concepts Simplified
- Key Financial Terms You should know as a Manager
- Using Accounting Information for Decision-making
- Why does training evaluation matter?
- The Importance of Cost-benefit in Training
- Calculating a Return on Investment ROI

### Day 5

#### Becoming a Learning Organisation

- Understanding the Learning Organisation
- Characteristics of a Learning Organisation
- Are you ready to change?
- Benefits and Barriers
- Personal Action Planning



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