

## Corporate Learning & Development Professional

*Cape Town (South Africa)*

*20 - 24 January 2025*

UK Training

# PARTNER

## Corporate Learning & Development Professional

Code: HR28 From: 20 - 24 January 2025 City: Cape Town (South Africa) 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

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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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## Blackbird Training Cities

### Europe



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Lyon (France)



Moscow (Russia)



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Podgorica (Montenegro)



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Düsseldorf (Germany)



Paris (France)



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Tokyo (Japan)



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Kuala Lumpur (Malaysia)



Kuwait City



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Cairo (Egypt)



Sharm El-Sheikh (Egypt)



Casablanca (Morocco)



Tunis (Tunisia)



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Human Resources  
Audit & Quality Assurance  
Marketing, Sales, Customer Service  
Secretary & Admin  
Supply Chain & Logistics  
Management & Leadership  
Agile and Elevation

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Public Sector  
Special Workshops  
Oil & Gas Engineering  
Telecom Engineering  
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Health & Safety  
Law and Contract Management  
Customs & Safety  
Aviation  
C-Suite Training



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