

CIPD Learning & Development Program

Milan (Italy)

17 - 21 August 2026

UK Training

PARTNER



CIPD Learning & Development Program

Code: HR32 From: 17 - 21 August 2026 City: Milan (Italy) Fees: 5200 Pound

Introduction

Learning and development are among the core pillars of building organizational capabilities and enhancing competitiveness in today's fast-changing business environment. As professional challenges grow and market demands evolve, leaders and employees alike must embrace modern methodologies that ensure continuous growth and organizational resilience.

The CIPD Learning & Development Program is designed to meet the needs of executives, team leaders, and HR professionals across both public and private institutions in the Middle East and North Africa. It provides participants with world-class knowledge blended with practical applications tailored to the regional context.

Course Objectives

- Understand the latest concepts in organizational learning and development.
- Design effective training strategies aligned with business goals.
- Acquire skills to analyze skill gaps and create targeted development plans.
- Apply tools to measure return on investment in training.
- Develop digital and interactive learning programs suited for modern workplaces.
- Strengthen the role of HR as a strategic partner in organizational development.
- Build a sustainable learning culture within institutions.
- Link learning and development with long-term organizational vision.

Course Outlines

Day One: Introduction to Learning & Development Strategies

- The importance of learning and development in modern workplaces.
- Global trends in human capital management.
- Aligning corporate strategy with learning strategy.
- Conducting training needs assessments.
- Tools for identifying skill gaps.
- Case studies from leading organizations.

Day Two: Designing Effective Training Programs

- Steps to building a comprehensive training program.
- Aligning training initiatives with performance outcomes.
- Traditional vs. modern training methodologies.
- Writing measurable training objectives.
- Balancing theory with practice.
- Workshops on creating tailored training plans.

The logo for UK Training Partner features the text 'UK Training' in a small, black, sans-serif font above the word 'PARTNER' in a large, bold, black, sans-serif font. The background of the logo is a stylized chessboard with several chess pieces (a king, a queen, a rook, and a pawn) in gold and silver, set against a backdrop of concentric circles.

Day Three: Digital Learning and Technological Transformation

- The concept of digital learning and its impact on organizations.
- E-learning platforms and digital learning tools.
- Integrating artificial intelligence into learning systems.
- Gamification and experiential learning methods.
- Opportunities and challenges of remote learning.
- Practical session on developing digital content.

Day Four: Measuring Training and Development Impact

- ROI measurement methods in training.
- Global evaluation models for learning.
- Tools for tracking employee and organizational performance.
- Collecting and analyzing training data.
- Reporting learning impact to top management.
- Case study analysis of training evaluation.

Day Five: Building a Sustainable Learning Culture

- Leadership's role in creating a culture of learning.
- Strategies for embedding learning into daily work.
- Motivating employees to engage in professional development.
- Building partnerships with global training providers.
- Designing a roadmap for sustainable learning.
- Participant presentations of individual learning action plans.

Why Attend This Course: Wins & Losses!

- Gain specialized knowledge from a globally recognized institute.
- Enhance practical skills in designing and delivering training.
- Master tools for measuring training ROI effectively.
- Develop expertise in digital learning and modern tools.
- Align learning strategies with long-term organizational goals.
- Improve career advancement and professional credibility.
- Learn from both global and regional case studies.
- Support organizational transformation through sustainable learning.

Conclusion

The CIPD Learning & Development Program represents a strategic step toward building organizations capable of thriving in uncertain futures. It equips participants with practical skills and comprehensive insights to design innovative learning programs, measure their impact, and embed a culture of continuous learning within institutions.

In a rapidly evolving world, investing in learning and development is not just an option—it is a necessity to ensure organizational success and long-term competitiveness on both local and global scales.

A graphic of a chessboard with several chess pieces. A large gold king piece is in the foreground, with a silver pawn and a gold pawn behind it. The text 'UK Training PARTNER' is overlaid on the board.

UK Training
PARTNER

Blackbird Training Clients

 MANNAI CORPORATION MANNAI Trading Company WLL, Qatar	 GAC UNE FILIALE D' EGA Alumina Corporation Guinea	 Booking.com Booking.com Netherlands	 OXFAM Oxfam GB International Organization, Yemen	 Capital Markets Authority Kuwait
 Waltersmith Waltersmith Petroman Oil Limited Nigeria	 QNB Qatar National Bank (QNB), Qatar	 Qatar Foundation Qatar	 AFRICAN UNION ADVISORY BOARD ON CORRUPTION Tanzania	 KFAS KFS Kuwait
 Reserve Bank of Malawi Malawi	 Central Bank of Nigeria Nigeria	 Ministry of Interior Kingdom of Saudi Arabia KSA	 Mabruk Oil Company Libya	 Saudi Electricity Company KSA
 BPKH Badan Pengelola Keuangan Haji BADAN PENGELOLA KEUANGAN Haji, Indonesia	 NATO Italy	 ENI ENI CORPORATE UNIVERSITY, Italy	 GULF BANK Gulf Bank Kuwait	 General Organization for Social Insurance KSA
 Defence Space Administration Nigeria	 National Industries Group (Holding) Kuwait	 Hamad Medical Corporation Qatar	 USAID Pakistan	 STC STC Solutions, KSA
 North Oil Company North Oil company,	 EKO Electricity EKO Electricity	 OMAN BROADBAND Oman Broadband	 UNITED NATIONS UN.	 Authority for Electricity Regulation, Oman Authority for

UK Training
PARTNER

Blackbird Training Categories

Management & Admin

Entertainment & Leisure
Professional Skills
Finance, Accounting, Budgeting
Media & Public Relations
Project Management
Human Resources
Audit & Quality Assurance
Marketing, Sales, Customer Service
Secretary & Admin
Supply Chain & Logistics
Management & Leadership
Agile and Elevation

Technical Courses

Artificial Intelligence (AI)
Sustainability, ESG & Corporate Responsibility
Advanced Courses
Hospital Management
Public Sector
Special Workshops
Oil & Gas Engineering
Telecom Engineering
IT & IT Engineering
Health & Safety
Law and Contract Management
Customs & Safety
Aviation
C-Suite Training