

## Course in CIPD Learning & Development Program

*Lagos (Nigeria)*

*14 - 18 September 2026*

UK Training

**PARTNER**



## Course in CIPD Learning & Development Program

Code: HR32 From: 14 - 18 September 2026 City: Lagos (Nigeria) Fees: 4200 Pound

### Introduction

In today's rapidly evolving business environment, Learning and Development L&D has become a strategic driver of organizational performance, employee capability, and long-term growth.

This intensive five-day program provides HR and L&D professionals with practical knowledge and tools to design strategic learning initiatives, conduct Training Needs Analysis TNA, develop effective learning programs, and measure training impact and Return on Investment ROI.

The program combines strategic concepts, practical tools, case studies, and interactive exercises to enable participants to build high-impact L&D strategies aligned with organizational objectives.

### Course Objectives

By the end of this intensive program, participants will be able to:

- Understand modern principles and strategic trends in Learning and Development.
- Develop L&D strategies aligned with business and HR objectives.
- Conduct effective Training Needs Analysis TNA.
- Identify competency and workforce skill gaps.
- Design effective learning and development programs.
- Apply digital, blended, and experiential learning approaches.
- Measure learning effectiveness and training ROI.
- Use L&D analytics and performance indicators to support decision-making.
- Strengthen employee engagement through continuous learning.
- Position L&D as a strategic business partner.

### Course Outlines

#### Day 1 - Strategic Learning & Development

- The strategic role of L&D in organizational performance.
- Modern trends and emerging practices in Learning & Development.
- Aligning L&D strategy with business and HR objectives.
- The L&D lifecycle: needs analysis, design, delivery, and evaluation.

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

- Building a strategic L&D framework.
- Case study: Developing an organizational L&D strategy.

## **Day 2 - Training Needs Analysis & Capability Building**

- The role of TNA in strategic workforce planning.
- Identifying organizational, departmental, and individual learning needs.
- TNA tools: surveys, interviews, performance data, KPIs, and competency assessments.
- Identifying workforce skill and competency gaps.
- Developing competency frameworks.
- Linking learning priorities to business challenges.
- Workshop: Developing a practical TNA model.

## **Day 3 - Learning Program Design & Delivery**

- Designing high-impact learning programs.
- Setting measurable learning objectives using the SMART approach.
- Selecting appropriate learning methodologies.
- Adult learning principles and learner engagement.
- Classroom, virtual, blended, and experiential learning.
- Digital learning, microlearning, and AI-enabled learning.
- Practical exercise: Designing an L&D intervention.

## **Day 4 - Measuring Learning Effectiveness & ROI**

- Evaluating learning and development effectiveness.
- Kirkpatrick's Four Levels of Evaluation.
- Measuring learning transfer and business impact.
- Developing meaningful L&D KPIs.
- Measuring Training ROI.
- Using analytics and data for evidence-based L&D decisions.
- Building an L&D performance dashboard.
- Practical exercise: Developing an evaluation and ROI framework.

## **Day 5 - Strategic L&D Leadership & Future of Learning**

- Building and sustaining a learning culture.
- Integrating L&D with talent and performance management.
- Employee development, career growth, and succession planning.
- Leadership's role in organizational learning.
- Reskilling, upskilling, and future workforce capabilities.
- AI and emerging technologies in L&D.
- Developing a comprehensive corporate L&D strategy.
- Capstone project: Presenting an integrated L&D strategy.

The graphic 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 text is positioned over a background of concentric circles and a chessboard pattern with several chess pieces.

- Final evaluation and action planning.

### **Why Attend This Course: Wins & Losses!**

- Develop a strategic approach to Learning & Development.
- Gain practical expertise in Training Needs Analysis.
- Learn how to design effective and measurable learning programs.
- Develop skills to measure training effectiveness and ROI.
- Strengthen organizational capability through targeted development initiatives.
- Apply digital and blended learning approaches.
- Build stronger alignment between L&D and business strategy.
- Develop practical tools that can be applied directly in the workplace.
- Strengthen your role as a strategic L&D business partner.
- Prepare organizations for future workforce and capability requirements.

### **Frequently Asked Questions**

#### **Who should attend this course?**

This course is suitable for HR professionals, Learning & Development specialists, training managers, talent management professionals, HR business partners, and managers responsible for employee development.

#### **Is this course suitable for L&D professionals?**

Yes. The program is specifically designed to strengthen strategic L&D capabilities, including TNA, learning design, evaluation, ROI, and L&D strategy.

#### **Will the course cover Training Needs Analysis TNA?**

Yes. Participants will learn how to identify organizational, departmental, and individual learning needs and translate competency gaps into targeted development initiatives.

#### **Does the course cover Training ROI?**

Yes. The program covers training evaluation, Kirkpatrick's Four Levels, L&D KPIs, learning impact, and practical approaches to measuring Training ROI.

#### **Will Career Development and Succession Planning be covered?**

Yes. The course addresses employee development, career growth, succession planning, competency development, and their integration with the overall L&D strategy.

#### **6. Does the course include practical exercises?**

The logo for UK Training Partner features the text 'UK Training' in a small, black, sans-serif font, with 'PARTNER' in a large, bold, black, sans-serif font below it. The background of the logo is a stylized chessboard with a king piece and a pawn piece.

Yes. The program includes workshops, case studies, practical exercises, and a final capstone project focused on developing an integrated L&D strategy.

### 7. How will this course benefit my organization?

It will help the organization align L&D with business objectives, identify critical capability gaps, improve training effectiveness, measure learning investment outcomes, and build a stronger culture of continuous learning.

### Conclusion

The Advanced Course in CIPD Learning & Development Program provides an intensive and practical learning experience covering the complete L&D cycle, from strategic planning and Training Needs Analysis to program design, delivery, evaluation, and ROI measurement.

Participants will leave with practical frameworks and tools to develop impactful L&D strategies, strengthen organizational capabilities, and demonstrate measurable business value from learning investments.

## Blackbird Training Clients

|                                                                                                                                                                                 |                                                                                                                                                                      |                                                                                                                                                           |                                                                                                                                                    |                                                                                                                                                                                                      |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <br><b>MANNAI CORPORATION</b><br>MANNAI Trading Company WLL, Qatar                             | <br><b>GAC</b><br>UNE FILIALE D'EGA<br>Alumina Corporation Guinea                   | <br><b>Booking.com</b><br>Booking.com Netherlands                        | <br><b>OXFAM</b><br>Oxfam GB International Organization, Yemen  | <br><b>Capital Markets Authority</b><br>Kuwait                                                                    |
| <br><b>WS</b><br>Waltersmith Petroman Oil Limited Nigeria                                      | <br><b>QNB</b><br>Qatar National Bank (QNB), Qatar                                  | <br><b>مؤسسة قطر</b><br>Qatar Foundation, Qatar                          | <br><b>AFRICAN UNION ADVISORY BOARD ON CORRUPTION</b> , Tanzania | <br><b>KFAS</b><br>مؤسسة الكويت للتقدم العلمي<br>Kuwait Foundation for the Advancement of Sciences<br>KFAS Kuwait |
| <br><b>Reserve Bank of Malawi</b> , Malawi                                                    | <br><b>Central Bank of Nigeria</b> , Nigeria                                       | <br><b>Ministry of Interior Kingdom of Saudi Arabia</b> , KSA            | <br><b>Mabruk Oil Company</b> , Libya                          | <br><b>الشركة السعودية للكهرباء</b><br>Saudi Electricity Company, KSA                                            |
| <br><b>BPKH</b><br>Badan Pengelola Keuangan Haji<br>BADAN PENGELOLA KEUANGAN Haji, Indonesia | <br><b>NATO Italy</b>                                                             | <br><b>eni</b><br>ENI CORPORATE UNIVERSITY, Italy                      | <br><b>بنك الخليج</b><br><b>GULF BANK</b><br>Gulf Bank Kuwait  | <br><b>المؤسسة العامة للتأمينات الاجتماعية</b><br>General Organization for Social Insurance KSA                 |
| <br><b>Defence Space Administration</b> , Nigeria                                            | <br><b>مجموعة الصناعات الوطنية</b><br>National Industries Group (Holding), Kuwait | <br><b>مؤسسة حمد الطبية</b><br>Hamad Medical Corporation, Qatar        | <br><b>USAID</b><br>Pakistan                                   | <br><b>STC</b><br>الاتصالات السعودية<br>STC Solutions, KSA                                                      |
| <br><b>North Oil Company</b><br>North Oil company,                                           | <br><b>EKO</b><br>EKO Electricity                                                 | <br><b>OMAN BROADBAND</b><br>العمانية للإنطاق العريض<br>Oman Broadband | <br><b>UNITED NATIONS</b><br>UN.                              | <br><b>هيئة تنظيم الكهرباء - عمان</b><br>AUTHORITY FOR ELECTRICITY REGULATION, OMAN<br>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