Strategic Learning and Development for HR Professionals

Designing and Delivering High-Impact Learning Programs

An **informatech** Training Course
all copyrights reserved

Course content

Why Attend

In today's competitive environment, organizations must ensure that learning and development (L&D) initiatives directly support strategic goals. This course empowers training professionals to design and manage L&D programs that drive measurable results, enhance performance, and support talent development.

Course Methodology

Instructor-led presentations
Real-life case studies
Group discussions and peer learning
Hands-on activities using templates and tools
Mini-projects for program design and evaluation

Course Objectives

By the end of the course, participants will be able to:

Conduct effective training needs assessments
Align learning programs with organizational strategy
Design learner-centric, results-driven training interventions
Develop evaluation frameworks to measure training effectiveness and ROI
Create actionable training plans with clear performance indicators

Target Audience

Learning & Development professionals
HR business partners
Training officers and specialists
Talent development consultants
Organizational development team members

Target Competencies

Strategic L&D planning
Needs analysis
Program design and implementation
Evaluation and impact measurement
Stakeholder collaboration

Course content

Course Outline

Day One: Understanding Learning Strategy in the Organizational Context

The evolving role of L&D in business
Linking learning to business outcomes
Key components of a strategic L&D plan

Day Two: Training Needs Analysis and Stakeholder Engagement

Identifying skill and performance gaps
Tools and techniques for TNA
Engaging stakeholders and aligning expectations

Day Three: Designing High-Impact Learning Programs

Adult learning principles and training design models
Building curriculum and learning paths
Choosing appropriate delivery methods

Day Four: Implementation and Learning Project Management

Managing logistics and training resources
Budgeting and scheduling learning interventions
Handling training vendors and blended delivery

### Day Five: Measuring Training Effectiveness and ROI

Kirkpatrick's Four Levels of Evaluation
ROI models and reporting methods
Presenting results to leadership

informatech GLOBAL LEADERSHIP CONSULTANTS

informatech GLOBAL LEADERSHIP CONSULTANTS

informatech is a global leadership consultancy that aligns people, purpose & strategy - driving socially responsible transformation in global organisations. Our international network includes 215 partners, consultants, and coaches in 24 countries throughout Europe, North America, Latin America, Asia, and Africa. We transform leaders, align teams and create resolve and passion to win. Typical interventions are to accelerate performance, execute strategy and embed capability and change.

For more information about **informatech** GLOBAL LEADERSHIP CONSULTANTS or to get in touch, visit us at: www.informatech.co.uk
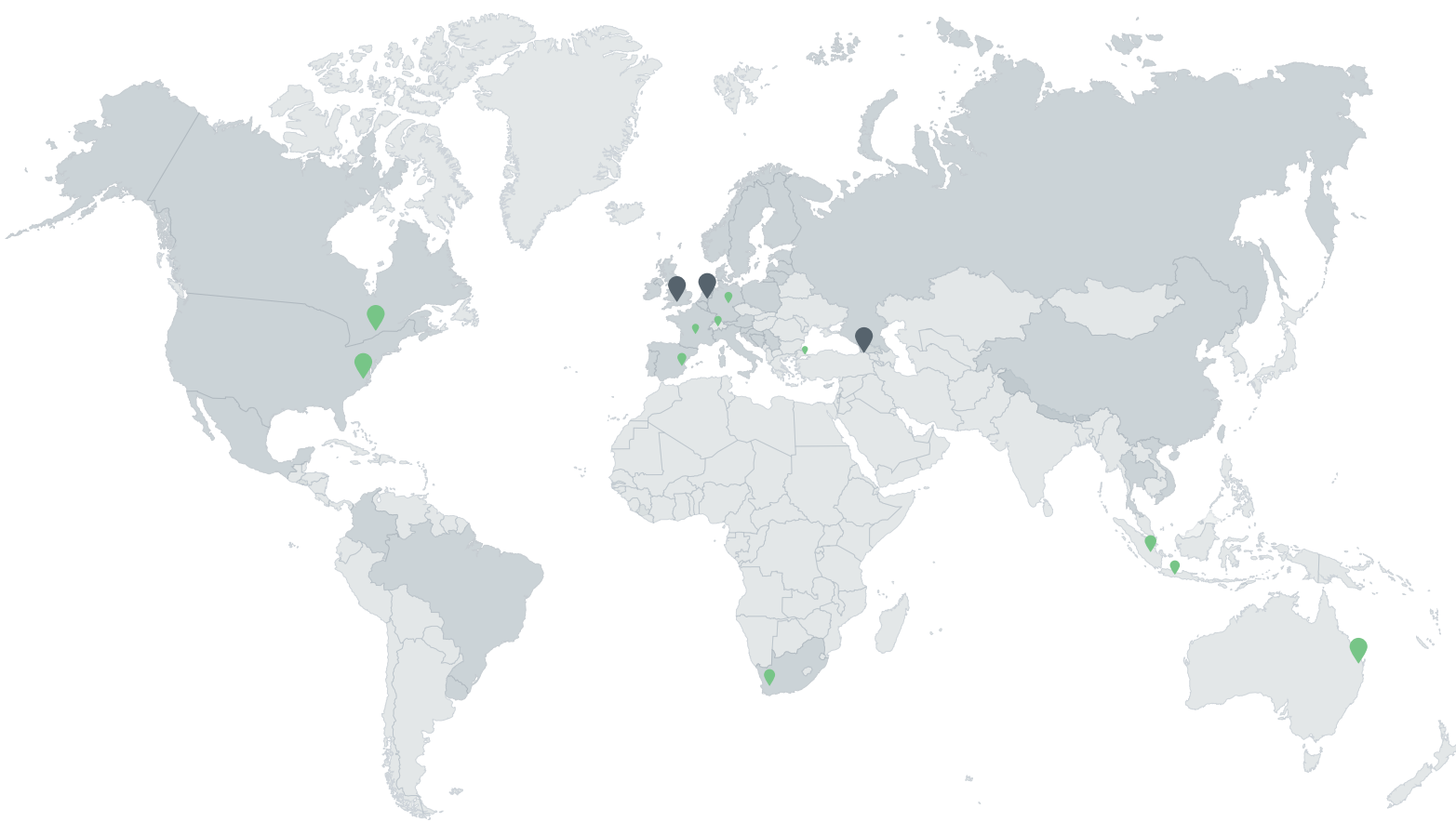
Transforming
Business for Good

informatech GLOBAL LEADERSHIP CONSULTANTS

www.informatech.co.uk

+44 33 000 111 90

| Performance Consulting | Leadership Development | Team & Exec Coaching |