

Learning & Development Strategy

Professional Training Course

Skillslab Training Provider

Skills for Tomorrow's World 



Course Description

Introduction

Learning & Development Strategy is a premium executive training program designed to equip HR leaders, learning and development professionals, department heads, public sector managers, and executive decision-makers with the strategic capabilities required to design, implement, and evaluate high-impact learning systems that build workforce capability and support organizational performance.

In today's rapidly changing workplace, organizations need more than isolated training programs. They need a structured learning and development strategy that aligns employee capability with institutional goals, future skills, leadership development, digital transformation, service excellence, and long-term workforce readiness. Government entities, ministries, public sector organizations, and large corporations must ensure that learning investments are targeted, measurable, practical, and directly connected to performance improvement.

This course provides a practical and executive-focused approach to learning strategy design, training needs analysis, capability development, learning governance, competency frameworks, leadership development, digital learning, learning evaluation, employee development planning, and organizational learning culture. Participants will learn how to transform learning and development from a reactive training function into a strategic driver of capability, engagement, productivity, and institutional success.

The executive-level value proposition of this program lies in helping organizations strengthen workforce capability, improve learning investment effectiveness, close skills gaps, build leadership pipelines, enhance employee engagement, and create sustainable learning systems that support strategic transformation and measurable business impact.

This program is ideal for institutions seeking to modernize learning and development, improve training effectiveness, build future-ready skills, strengthen organizational capability, and align learning priorities with strategic workforce needs.

Course Objectives

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

- Understand the strategic role of learning and development in organizational performance.
- Align learning strategy with institutional goals, workforce priorities, and transformation needs.
- Conduct effective training needs analysis and identify capability gaps.
- Design learning and development frameworks that support current and future workforce requirements.
- Build competency-based learning plans for employees, managers, and leaders.
- Strengthen leadership development and succession readiness through structured learning pathways.
- Improve learning governance, training planning, and learning investment decisions.
- Apply practical methods for evaluating training effectiveness and learning impact.
- Integrate digital learning, blended learning, coaching, mentoring, and workplace learning.
- Support employee engagement, career growth, and continuous development.
- Use learning data and performance indicators to improve development decisions.
- Prepare actionable learning and development strategy recommendations for senior leadership.

Course Content: 5-Day Training Outline

Day 1: Strategic Foundations of Learning and Development

- The evolution of learning and development from training administration to strategic capability building.
- The role of learning strategy in government entities, ministries, public sector organizations, and large corporations.
- Linking learning and development with organizational strategy, workforce planning, performance, and transformation.
- Understanding capability development as a driver of productivity, service quality, and institutional resilience.
- Key components of an effective learning and development strategy.
- The relationship between learning, talent management, succession planning, and employee engagement.
- Common weaknesses in traditional training approaches.
- Building a learning culture that supports continuous improvement and innovation.

- The role of leadership in sponsoring and reinforcing learning.
- Practical discussion: How learning and development creates measurable organizational value.

Day 2: Training Needs Analysis and Capability Gap Assessment

- Understanding training needs analysis as a strategic planning process.
- Identifying organizational, departmental, role-based, and individual learning needs.
- Assessing current workforce capability and future skills requirements.
- Linking skills gaps with performance challenges and strategic priorities.
- Using competency frameworks to define required knowledge, skills, and behaviors.
- Collecting data from performance reviews, workforce plans, surveys, interviews, and operational results.
- Prioritizing learning needs based on impact, urgency, risk, and institutional value.
- Avoiding common mistakes in training needs analysis.
- Building a capability gap report for leadership review.
- Practical exercise: Conducting a training needs analysis for a department, function, or workforce segment.

Day 3: Learning Design, Development Pathways, and Delivery Models

- Designing learning programs that address real workplace performance needs.
- Building structured learning pathways for employees, supervisors, managers, and future leaders.
- Designing competency-based learning and development plans.
- Selecting appropriate learning methods:
 - Classroom training.
 - Digital learning.
 - Blended learning.
 - Coaching.
 - Mentoring.
 - Job rotation.
 - Action learning.
 - Workplace assignments.

- Aligning learning content with job roles, career paths, and organizational priorities.
- Supporting leadership development and management capability.
- Integrating learning with career development and succession planning.
- Creating practical learning experiences that support transfer to the workplace.
- Practical workshop: Designing a learning pathway for a priority role or leadership level.

Day 4: Learning Governance, Evaluation, and Return on Learning Investment

- Building governance structures for learning and development.
- Roles and responsibilities of HR, learning teams, managers, employees, and senior leadership.
- Developing annual learning plans and training calendars.
- Managing learning budgets and prioritizing training investments.
- Vendor selection, training quality assurance, and program standards.
- Measuring training effectiveness and learning outcomes.
- Evaluating learning impact on performance, productivity, service quality, and behavior change.
- Using learning indicators and dashboards for management reporting.
- Strengthening accountability for applying learning after training.
- Practical case study: Evaluating a learning program and identifying improvement actions.

Day 5: Digital Learning, Learning Culture, and Strategic Implementation

- Digital learning transformation and its impact on workforce development.
- Building modern learning ecosystems for large organizations and public institutions.
- Using digital platforms to support accessibility, scalability, and continuous development.
- Creating a culture of self-directed learning and knowledge sharing.
- Supporting managers as learning enablers and performance coaches.
- Integrating learning with employee engagement, performance management, and talent development.
- Communicating the learning strategy to executives, managers, employees, and stakeholders.
- Common mistakes in learning strategy implementation and how to avoid them.
- Developing a practical learning and development strategy roadmap.

- Final applied workshop: Presenting a learning and development strategy with implementation priorities.

Target Audience

This course is designed for professionals involved in learning and development, human resources, workforce planning, talent management, performance improvement, leadership development, organizational development, and executive decision-making.

The program is ideal for:

- Learning and development managers.
- HR managers and HR business partners.
- Training managers and training coordinators.
- Talent management professionals.
- Workforce planning professionals.
- Organizational development specialists.
- Performance management professionals.
- Government HR officials and ministry training teams.
- Public sector managers responsible for workforce capability and service quality.
- Department heads and operational managers.
- Leadership development professionals.
- Strategy and transformation professionals.
- Internal training academy teams.
- Executives responsible for people strategy, capability development, or institutional transformation.
- Professionals preparing for leadership roles in HR, training, organizational development, or public sector management.

Course Requirements

Participants are expected to have a basic understanding of human resources, training, management, administration, workforce planning, or organizational development. Advanced specialization in learning and development is not required, as the course explains strategic learning concepts through practical examples,

case studies, and executive-level applications.

Recommended requirements include:

- Basic experience in HR, training, management, operations, administration, or organizational development.
- Familiarity with training programs, employee development, performance improvement, or workforce planning.
- Interest in improving learning strategy, capability development, and training effectiveness.
- Ability to engage with workforce challenges, organizational priorities, and development needs.
- Willingness to participate in discussions, case studies, exercises, and applied workshops.

Training Methodology

The training methodology combines executive education, practical learning strategy development, capability analysis, case-based learning, and applied implementation planning. The course is designed to help participants move from routine training delivery to strategic learning leadership that supports measurable organizational performance.

The methodology includes:

- Expert-led presentations using clear, practical, and professional learning and development language.
- Real-world case studies from government, public sector, corporate, and institutional environments.
- Practical exercises on training needs analysis, learning pathways, competency frameworks, and evaluation.
- Group discussions on workforce capability, leadership development, learning culture, and training impact.
- Scenario-based learning focused on skills gaps, low training impact, leadership readiness, and transformation needs.
- Applied workshops for developing learning strategies, training plans, and implementation roadmaps.
- Interactive analysis of learning data, training reports, and organizational development scenarios.
- Practical tools, templates, and frameworks that participants can adapt to their workplace.

Learning Outcomes

Upon successful completion of the course, participants will be able to:

- Explain the strategic value of learning and development in organizational success.
- Align learning priorities with institutional strategy and workforce capability needs.
- Conduct structured training needs analysis and identify priority skills gaps.
- Design learning strategies that support performance, engagement, and transformation.
- Build development pathways for employees, managers, specialists, and future leaders.
- Integrate learning with talent management, succession planning, and performance management.
- Improve learning governance, training planning, and investment prioritization.
- Evaluate training effectiveness and demonstrate learning impact.
- Use learning data and indicators to support better development decisions.
- Strengthen learning culture and continuous development across the organization.
- Communicate learning recommendations clearly to senior leaders and stakeholders.
- Contribute to stronger workforce capability, leadership readiness, and sustainable institutional performance.

Instructor Profile

The course is delivered by **an internationally certified expert with extensive practical and consulting experience** in learning and development strategy, training needs analysis, capability development, leadership development, talent management, organizational development, performance improvement, executive training, and institutional advisory.

The instructor combines strategic learning expertise with real-world consulting experience, enabling participants to understand learning and development strategy in a clear, practical, and results-oriented way.

The training approach focuses on workplace application, capability building, learning impact, leadership development, governance discipline, and measurable organizational improvement.

Executive Value Proposition

Learning & Development Strategy enables organizations to transform learning from a collection of training activities into a strategic system for building capability, improving performance, and preparing the workforce for future challenges. Participants learn how to identify capability gaps, design targeted learning solutions, evaluate

training impact, and connect development investments with institutional outcomes.

For government entities, ministries, public sector organizations, and large corporations, this course delivers practical value by improving workforce readiness, strengthening leadership development, enhancing employee engagement, increasing training return, and supporting transformation through structured capability building. The program helps organizations move beyond reactive training requests toward strategic learning leadership, where development decisions are connected to performance, talent, service quality, digital transformation, workforce planning, and long-term institutional success.

Contact Us

For registration inquiries, upcoming dates, or group pricing, please contact us:

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