# Strategic Learning and Development Management Training Course



07 - 11 Dec 2026

Vienna

5800 € (Per Person)

Ref: #TDD3863_22230

## Course Introduction / Overview:

This comprehensive Strategic Learning and Development Management Training Course offered by BIG BEN Training Center is meticulously designed to equip professionals with the advanced knowledge and practical skills required to elevate their organization's human capital. In today's dynamic business landscape, a robust learning and development (L&D) strategy is not merely a support function but a critical driver of organizational success and competitive advantage. This course delves into the strategic imperative of L&D, moving beyond traditional training to focus on building a continuous learning culture, fostering talent development, and ensuring strategic alignment with overarching business objectives. Participants will explore contemporary L&D models, including insights from thought leaders like Josh Bersin, whose work emphasizes the shift towards integrated talent experience and continuous skill development. We will examine how to conduct thorough skill gap analyses, design impactful training program designs, and implement effective performance improvement initiatives. The curriculum also covers the crucial aspects of measuring L&D effectiveness and demonstrating a clear return on investment (ROI L&D), ensuring that learning initiatives directly contribute to business impact. Drawing inspiration from principles found in works such as "Learning and Development Practice in the Workplace," this course empowers L&D leaders to transform their departments into strategic partners, capable of driving organizational capability building and preparing the workforce for the future of work.

## Target Audience / This training course is suitable for:

- Learning and Development Managers and Directors.
- Human Resources Business Partners and HR Managers.
- Talent Management Specialists and Leaders.
- Organizational Development Consultants.
- Training Coordinators and Specialists aspiring to strategic roles.
- Senior Leaders involved in workforce planning and human capital development.
- Professionals responsible for employee upskilling and reskilling programs.

## Target Sectors and Industries:

- Information Technology and Software Development.
- Financial Services and Banking.
- Healthcare and Pharmaceuticals.
- Manufacturing and Engineering.
- Retail and Consumer Goods.
- Telecommunications.
- Consulting Services.
- Education and Academic Institutions.
- Government agencies and equivalents.
- Non-profit and International Organizations.

## Target Organizations Departments:

- Human Resources Department.
- Learning and Development Department.
- Talent Management Department.
- Organizational Development Department.
- Strategy and Planning Department.
- Operations Department (for workforce capability).
- Executive Leadership and Management.

## Course Offerings:

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

- Develop and implement a comprehensive L&D strategy aligned with organizational goals.
- Conduct effective skill gap analysis and competency frameworks to identify development needs.
- Design and deliver impactful training program designs that foster talent development.
- Integrate digital learning solutions and blended learning approaches into L&D initiatives.
- Measure L&D effectiveness and calculate the return on investment (ROI L&D) for learning programs.
- Drive a continuous learning culture and promote employee engagement through innovative L&D practices.
- Lead change management in L&D and adapt to the future of work L&D trends.
- Utilize learning analytics to inform strategic decision-making and performance improvement.
- Build organizational capability and support strategic workforce planning.
- Advise senior leadership on human capital development and talent retention strategies.

## Course Methodology:

The Strategic Learning and Development Management Training Course employs a highly interactive and practical methodology, ensuring participants gain actionable insights and develop tangible skills. BIG BEN Training Center believes in experiential learning, and as such, the course integrates a diverse range of instructional techniques. These include dynamic group discussions that encourage knowledge sharing and diverse perspectives on L&D strategy, real-world case studies that challenge participants to apply theoretical concepts to complex organizational scenarios, and collaborative teamwork exercises designed to simulate strategic planning and problem-solving in a supportive environment. Interactive sessions will feature practical workshops on topics such as skill gap analysis, training program design, and learning analytics, allowing for immediate application of new techniques. Role-playing and simulations will be utilized to practice leadership development and change management in L&D contexts. Continuous feedback mechanisms, including peer reviews and expert instructor guidance, will be embedded throughout the course to facilitate personal and professional growth. This comprehensive approach ensures that participants not only understand the principles of strategic L&D but are also fully equipped to implement them effectively within their organizations, driving significant business impact and fostering a robust learning culture.

# Course Agenda (Course Units):

## Unit One: Foundations of Strategic Learning and Development

- Understanding the Strategic Imperative of L&D.
- Aligning L&D with Organizational Vision and Business Objectives.
- The Role of L&D in Human Capital Development and Workforce Planning.
- Current Trends and Challenges in Learning and Development.
- Developing a Continuous Learning Culture.
- Ethical Considerations and Best Practices in L&D.
- Introduction to L&D Leadership and Strategic Talent Management.

## Unit Two: Designing and Developing L&D Strategies

- Conducting Comprehensive Needs Assessments and Skill Gap Analysis.
- Developing Competency Frameworks and Career Pathing.
- Strategic Training Program Design and Curriculum Development.
- Exploring Adult Learning Principles and Instructional Design Models.
- Leveraging Learning Technologies and Digital Learning Solutions.
- Implementing Blended Learning Approaches and Microlearning.
- Designing for Employee Engagement and Experiential Learning.

## Unit Three: Implementing and Delivering Impactful Learning Programs

- Effective Program Management and Resource Allocation for L&D Initiatives.
- Facilitation Skills for Engaging Learning Experiences.
- Coaching and Mentoring Strategies for Talent Development.
- Integrating Leadership Development Programs.
- Managing Change Management in L&D Initiatives.
- Fostering Diversity and Inclusion in Learning Programs.
- Communication Strategies for L&D Program Rollout.

### Unit Four: Measuring L&D Effectiveness and Demonstrating ROI

- Establishing Key Performance Indicators (KPIs) for L&D.
- Utilizing Learning Analytics and Data-Driven Decision Making.
- Evaluating Training Program Designs and Impact.
- Calculating Return on Investment (ROI L&D) for Learning Initiatives.
- Reporting L&D Outcomes to Stakeholders and Senior Leadership.
- Linking L&D to Performance Improvement and Organizational Agility.
- Continuous Improvement Cycles for L&D Programs.

### Unit Five: Future Trends and L&D Leadership

- The Future of Work L&D: Adapting to Evolving Workforce Needs.
- Strategic Workforce Planning and Reskilling Programs.
- Leveraging Artificial Intelligence and Machine Learning in L&D.
- Building an Innovative Learning Ecosystem.
- L&D Transformation and Organizational Capability Building.
- Developing L&D Leadership Skills and Influence.
- Crafting a Vision for Sustainable L&D Excellence.

## FAQ:

### Qualifications required for registering to this course?

There are no requirements.

### How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

### Something to think about:

How can organizations strategically leverage learning and development to not only address current skill gaps but also proactively build the capabilities required to navigate unforeseen future disruptions and maintain a sustainable competitive advantage?

## What unique qualities does this course offer compared to other courses?

This Strategic Learning and Development Management Training Course distinguishes itself through its profound emphasis on the strategic integration of L&D within the broader organizational ecosystem, moving beyond tactical training delivery. Unlike many courses that focus solely on instructional design tools, this program prioritizes the development of a holistic L&D strategy that directly contributes to business impact and organizational capability building. Participants will gain a deep understanding of how to conduct advanced skill gap analysis, develop robust competency frameworks, and design training program designs that are not just effective but also measurable in terms of return on investment (ROI L&D). The course delves into the nuances of fostering a continuous learning culture, leveraging learning analytics for data-driven decision-making, and leading change management in L&D. It provides insights into the future of work L&D, preparing professionals to anticipate and adapt to evolving workforce needs and technological advancements. By focusing on strategic alignment, leadership development, and practical application through real-world case studies, BIG BEN Training Center ensures that participants emerge as strategic partners capable of transforming their organizations' human capital and driving sustainable growth, offering a truly comprehensive and forward-thinking approach to learning and development management.