# Strategic Training Needs Analysis and Curriculum Development Training Course



09 - 13 Nov 2026

Cape town

4600 € (Per Person)

Ref: #TDD4546_257423

## Course Introduction / Overview:

In today's rapidly evolving business landscape, the ability to strategically identify training needs and develop impactful curricula is paramount for organizational success. This comprehensive Strategic Training Needs Analysis and Curriculum Development Training Course is meticulously designed to equip professionals with the advanced skills required to bridge performance gaps and foster continuous growth. Participants will delve into the intricacies of performance gap analysis, mastering techniques to accurately pinpoint critical skill deficiencies and align learning interventions with overarching business objectives. The course emphasizes a systematic approach to training, moving beyond conventional methods to embrace innovative instructional design models and adult learning principles. By understanding how to effectively apply frameworks like the ADDIE model and leveraging insights from pioneers such as Malcolm Knowles, whose seminal work "The Adult Learner" profoundly shaped our understanding of adult education, participants will learn to craft engaging and highly effective learning experiences. BIG BEN Training Center is committed to empowering individuals to design strategic learning solutions that not only enhance individual competencies but also drive significant organizational performance improvement and demonstrate a clear ROI of training programs. This program is your gateway to becoming a leader in workforce development planning and talent development curriculum design.

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

- HR Professionals.
- Learning and Development Specialists.
- Training Managers.
- Instructional Designers.
- Curriculum Developers.
- Organizational Development Consultants.
- Talent Management Specialists.
- Performance Improvement Specialists.
- Educators and Trainers.
- Project Managers in L&D.

## Target Sectors and Industries:

- Corporate Sector.
- Government Agencies and Public Administration.
- Healthcare and Pharmaceuticals.
- Financial Services and Banking.
- Technology and IT Services.
- Manufacturing and Engineering.
- Consulting Services.
- Education and Academia.
- Non-Profit Organizations.
- Retail and Consumer Goods.

## Target Organizations Departments:

- Human Resources Department.
- Learning and Development Department.
- Organizational Development Department.
- Talent Management Department.
- Training Department.
- Performance Management Department.
- Strategy and Planning Department.
- Operations Department.
- Compliance and Regulatory Affairs Department.
- Project Management Office.

## Course Offerings:

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

- Conduct comprehensive training needs assessments to identify critical skill gaps.
- Apply various instructional design models to create impactful learning experiences.
- Develop engaging and effective curriculum content aligned with business objectives.
- Utilize adult learning principles to maximize participant engagement and retention.
- Evaluate the effectiveness and return on investment of training programs.
- Design strategic learning solutions that drive organizational performance.
- Implement best practices in curriculum development and delivery.
- Leverage data and analytics to inform training decisions.
- Foster a culture of continuous learning and development within their organizations.

## Course Methodology:

This Strategic Training Needs Analysis and Curriculum Development Training Course employs a highly interactive and experiential learning methodology, ensuring participants gain practical, applicable skills. The approach at BIG BEN Training Center integrates a blend of dynamic learning techniques designed to facilitate deep understanding and immediate application. Participants will engage in extensive case studies, analyzing real-world scenarios to practice performance gap analysis and strategic L&D initiatives. Group discussions and collaborative problem-solving exercises will foster peer learning and diverse perspectives on curriculum development strategies and instructional design models. Practical exercises, including the design of learning objectives formulation and training content creation, will provide hands-on experience. Role-playing and simulations will allow participants to practice stakeholder engagement and training delivery methods for corporate training. Continuous feedback sessions, both from instructors and peers, will refine participants' skills in measuring training effectiveness and designing effective training programs. This methodology ensures a comprehensive learning experience that moves beyond theoretical knowledge to practical application, preparing participants to implement robust workforce development planning and talent development curriculum within their organizations.

# Course Agenda (Course Units):

## Unit One: Foundations of Training Needs Analysis

- Understanding the strategic role of training in organizational success.
- Identifying performance gaps and business needs.
- Distinguishing between training needs and non-training needs.
- Overview of the systematic training process.
- Ethical considerations in training needs analysis.
- Aligning training with organizational goals and objectives.
- Introduction to various TNA models and frameworks.

## Unit Two: Conducting Comprehensive Training Needs Analysis

- Data collection methods: surveys, interviews, observations, focus groups.
- Analyzing organizational, task, and individual level needs.
- Developing effective TNA questionnaires and interview protocols.
- Interpreting TNA data and identifying key insights.
- Stakeholder engagement and communication strategies in TNA.
- Utilizing technology and software for TNA.
- Reporting TNA findings and recommendations.

## Unit Three: Principles of Effective Curriculum Development

- Introduction to instructional design models: ADDIE, SAM, Agile.
- Defining clear learning objectives and outcomes.
- Applying adult learning principles (Andragogy) to course design.
- Structuring content for logical flow and engagement.
- Selecting appropriate instructional strategies and activities.
- Designing for diverse learning styles and preferences.
- Integrating technology into curriculum development.

### Unit Four: Designing and Developing Engaging Training Content

- Creating compelling course materials: presentations, handouts, job aids.
- Developing interactive exercises, case studies, and simulations.
- Crafting effective assessments and evaluation tools.
- Incorporating storytelling and real-world examples.
- Ensuring content relevance and practical application.
- Pilot testing and refining training programs.
- Managing the curriculum development project lifecycle.

### Unit Five: Implementation, Evaluation, and Strategic Impact

- Strategies for effective training delivery and facilitation.
- Evaluating training effectiveness using Kirkpatrick's levels.
- Measuring training ROI and business impact.
- Developing a continuous improvement plan for training programs.
- Leveraging learning analytics for strategic decision-making.
- Future trends in training and development.
- Building a culture of continuous learning within the organization.

## 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:

In what ways can a robust training needs analysis proactively mitigate future organizational challenges and foster sustainable growth beyond immediate skill development?

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

This Strategic Training Needs Analysis and Curriculum Development Training Course stands apart through its holistic and deeply practical approach, moving beyond theoretical concepts to deliver actionable insights for organizational performance improvement. Unlike many programs that focus solely on either needs analysis or curriculum design, this course seamlessly integrates both disciplines, providing a comprehensive framework from initial performance gap analysis to the strategic impact of learning solutions. Participants will not just learn about instructional design models; they will apply them to real-world scenarios, developing competency-based training design that directly addresses identified skill gaps. The emphasis is on strategic L&D initiatives, ensuring that every learning outcome definition and curriculum mapping process contributes to measurable business objectives and a clear ROI of training programs. We delve into learning experience design (LXD) with a focus on adult learning principles, ensuring content relevance and practical application rather than just tool proficiency. This program empowers professionals to become strategic partners in their organizations, capable of driving workforce development planning and fostering a culture of continuous learning through expertly designed and evaluated training programs.