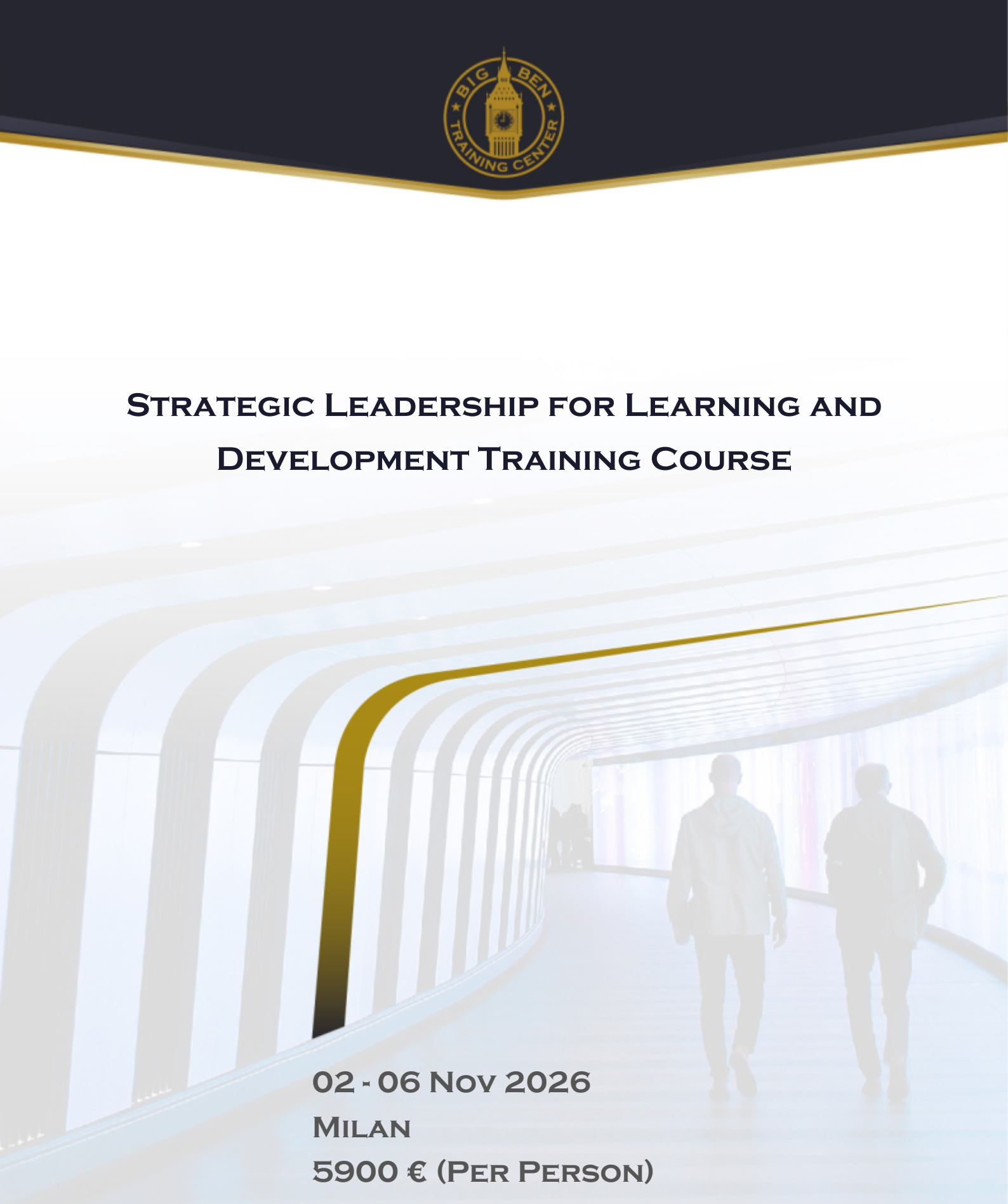
Strategic Leadership for Learning and Development Training Course



02 - 06 Nov 2026

Milan

5900 € (Per Person)

Ref: #TDD4860_190912

Course Introduction / Overview:

The role of the modern learning leader has fundamentally shifted from a functional manager to a strategic C-suite partner responsible for driving organizational capability and competitive advantage. This intensive program is designed for Chief Learning Officers, L&D Directors, and senior talent executives who are tasked with shaping the future of their workforce. The course moves beyond traditional training management to explore the critical intersection of business strategy, talent development, and organizational culture. We will delve into the principles articulated by thought leaders like David A. Garvin on creating a true learning organization, referencing concepts from his seminal work, "Learning in Action: A Guide to Putting the Learning Organization to Work". Participants will learn to architect and execute future-ready learning strategies that are directly aligned with corporate objectives, measure the tangible business impact of their initiatives, and lead with influence in the executive boardroom. At BIG BEN Training Center, we provide the strategic frameworks and leadership competencies needed to transform the L&D function into a powerful engine for growth, innovation, and sustained performance in a rapidly changing global market. This course is your roadmap to becoming a visionary learning leader who builds a resilient and agile workforce.

Target Audience / This training course is suitable for:

- Chief Learning Officers (CLOs).
- Directors and Heads of Learning and Development.
- Vice Presidents of Talent Management and Human Resources.
- Senior Organizational Development Managers.
- Senior HR Business Partners with a focus on learning.
- Executives aspiring to a senior leadership role in corporate learning.
- Leaders responsible for enterprise-wide capability building and reskilling initiatives.

Target Sectors and Industries:

- Technology and Software Development.
- Financial Services, Banking, and Insurance.
- Healthcare, Biotechnology, and Pharmaceuticals.
- Manufacturing and Industrial Operations.
- Professional Services and Management Consulting.
- Telecommunications and Media.
- Government agencies and public sector organizations.
- Energy and Utilities.

Target Organizations Departments:

- Human Resources.
- Learning and Development.
- Talent Management.
- Organizational Development.
- Corporate Strategy and Planning.
- Executive Leadership and C-Suite Offices.
- Change Management and Transformation Offices.

Course Offerings:

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

- Develop a comprehensive learning strategy that directly supports and drives key business objectives.
- Cultivate a dynamic and continuous learning culture that fosters innovation and adaptability.
- Master advanced techniques for measuring the ROI and business impact of learning programs.
- Lead the digital transformation of the L&D function by leveraging emerging learning technologies.
- Enhance executive presence and stakeholder management skills to influence senior leadership.
- Design robust talent development, succession planning, and leadership pipeline programs.
- Utilize data analytics and workforce insights to make informed strategic L&D decisions.
- Champion organizational change and guide the workforce through complex transitions.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be a highly interactive and immersive strategic leadership experience. We move beyond theoretical lectures to focus on practical application and peer-to-peer collaboration. The course is built around a blend of expert-led masterclasses, in-depth case study analysis of leading global organizations, and hands-on strategic planning workshops. Participants will engage in dynamic group discussions, challenging simulations, and problem-solving sessions that mirror real-world executive challenges. A significant portion of the program is dedicated to action learning, where attendees will work on developing a strategic L&D initiative for their own organization, receiving structured feedback from both the facilitator and their peers. This approach ensures that learning is not only absorbed but also immediately applicable. We foster a confidential and collaborative environment where senior leaders can share insights, benchmark their practices, and build a lasting professional network. The focus is on developing the strategic thinking, financial acumen, and influential leadership skills essential for success at the highest levels of corporate learning.

Course Agenda (Course Units):

Unit One: The Modern CLO as a Strategic Business Partner

- The evolution of the Chief Learning Officer role.
- Moving from a cost center to a value-creation partner.
- Aligning L&D strategy with corporate vision and financial goals.
- Key competencies for the strategic learning leader.
- Understanding the language of the C-Suite and boardroom.
- Conducting a strategic analysis of organizational capability gaps.
- Building the business case for strategic learning initiatives.

Unit Two: Architecting a Future-Focused Learning Strategy

- Frameworks for developing an enterprise-wide learning strategy.
- Integrating workforce planning, talent management, and learning.
- Designing a balanced learning ecosystem (formal, informal, social).
- Leveraging technology and AI to personalize and scale learning.
- Strategies for upskilling and reskilling the workforce for the future of work.
- Developing global learning strategies for a diverse workforce.
- Creating agile learning frameworks that adapt to business changes.

Unit Three: Cultivating a High-Impact Learning Culture

- Defining and diagnosing your current organizational learning culture.
- The leader's role in championing and modeling continuous learning.
- Strategies for fostering psychological safety and intellectual curiosity.
- Embedding learning into the flow of work.
- Designing reward and recognition systems that encourage learning.
- Leveraging internal champions and communities of practice.
- Overcoming resistance and driving cultural transformation.

Unit Four: Measuring and Communicating the Value of Learning

- Moving beyond Kirkpatrick's levels to business impact metrics.
- Linking learning outcomes to key performance indicators (KPIs).
- Calculating the Return on Investment (ROI) of major L&D programs.
- Developing L&D dashboards for executive stakeholders.
- Using data storytelling to communicate the value of learning.
- Conducting learning analytics to drive continuous improvement.
- Presenting L&D performance and strategic plans to the board.

Unit Five: Leading with Influence, Innovation, and Foresight

- Mastering stakeholder management and building strategic alliances.
- Enhancing executive presence and communication skills.
- Leading the L&D function through organizational change and disruption.
- Fostering innovation and experimentation within the learning team.
- Ethical considerations in learning, technology, and data analytics.
- Coaching and developing the next generation of L&D leaders.
- Personal action planning for strategic leadership impact.

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 learning leaders ethically leverage AI and learning analytics to personalize development without compromising employee privacy and autonomy?

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

This course distinguishes itself by focusing squarely on the strategic, business-centric aspects of learning leadership, a critical dimension often overlooked in traditional L&D training. While other programs may concentrate on instructional design or training delivery, our curriculum is engineered for the executive level, emphasizing financial acumen, data-driven decision-making, and C-suite influence. We equip participants with the skills to not just manage a learning function but to lead a strategic capability-building engine that directly impacts revenue, innovation, and market position. A key differentiator is our forward-looking perspective, addressing the future of work, digital transformation, and the integration of AI in learning strategy. The program's methodology, centered on peer-to-peer collaboration among senior leaders, creates an unparalleled networking and benchmarking environment. Participants leave not with a set of isolated tools, but with a holistic, integrated framework for strategic leadership, ready to articulate the value of learning in the language of business and drive meaningful organizational change. This is not a course about training; it is a course about leading the business through learning.