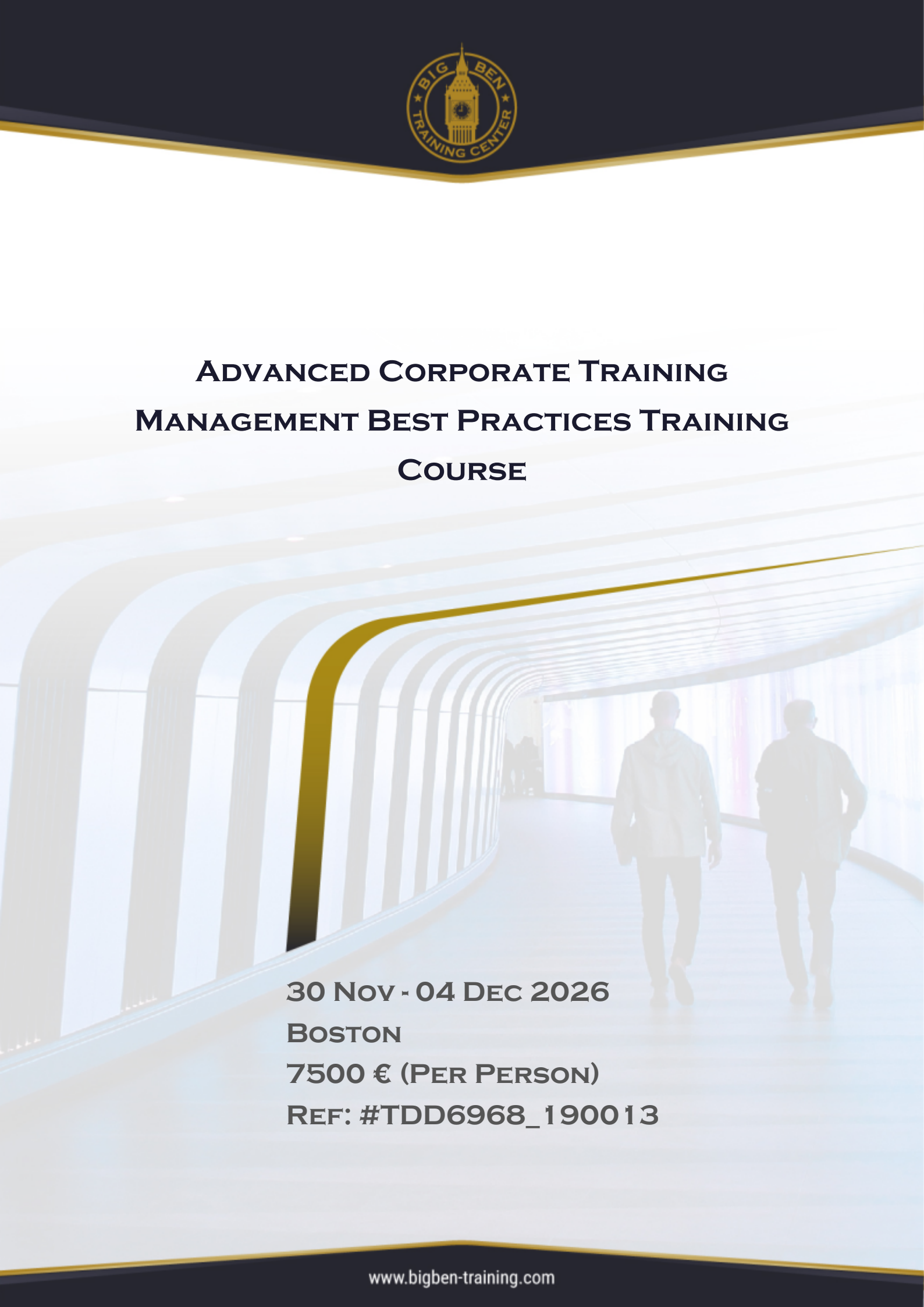
Advanced Corporate Training
Management Best Practices Training Course



30 Nov - 04 Dec 2026

Boston

7500 € (Per Person)

Ref: #TDD6968_190013

Course Introduction / Overview:

This comprehensive program is designed to transform training functions from operational cost centers into strategic business partners. The course delves into the entire lifecycle of corporate training management, from initial needs analysis to measuring long-term impact and return on investment (ROI). We will explore foundational theories of adult learning, drawing upon the influential work of Malcolm Knowles, particularly his principles of andragogy as detailed in his seminal book, "The Adult Learner". Participants will learn to design, develop, and deliver high-impact training programs that are directly aligned with organizational goals and drive measurable performance improvements. This course moves beyond basic instructional design to cover strategic L&D leadership, the integration of modern learning technologies, and the cultivation of a continuous learning culture. At BIG BEN Training Center, we provide a framework for building a world-class learning and development function that not only closes skill gaps but also anticipates future business needs, fostering agility and competitive advantage in a rapidly changing global market.

Target Audience / This training course is suitable for:

- Learning and Development (L&D) Managers and Specialists.
- Human Resources (HR) Directors and Business Partners.
- Corporate Trainers and Facilitators.
- Organizational Development Professionals.
- Department Heads and Line Managers with training responsibilities.
- Talent Management and Succession Planning Leaders.
- Instructional Designers and Curriculum Developers.
- Training Coordinators and Administrators seeking career advancement.

Target Sectors and Industries:

- Banking and Financial Services.
- Healthcare and Pharmaceuticals.
- Information Technology and Telecommunications.
- Oil, Gas, and Energy.
- Manufacturing and Engineering.
- Retail and Consumer Goods.
- Hospitality and Tourism.
- Governmental Bodies and Public Sector Organizations.
- Consulting and Professional Services.

Target Organizations Departments:

- Human Resources.
- Learning and Development.
- Training and Development.
- Organizational Development.
- Talent Management.
- Operations Departments.
- Sales and Marketing.
- Customer Service.
- Information Technology.

Course Offerings:

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

- Conduct a comprehensive training needs analysis to identify critical skill gaps.
- Design and develop engaging and effective training curricula based on adult learning principles.
- Apply various instructional design models like ADDIE to structure training programs.
- Implement blended learning strategies combining digital and in-person training methods.
- Master advanced facilitation and training delivery techniques for diverse audiences.
- Evaluate training effectiveness using Kirkpatrick's Four-Level Model.
- Calculate and demonstrate the return on investment (ROI) of training initiatives.
- Develop a strategic L&D plan that aligns with overall business objectives.
- Leverage learning technologies and Learning Management Systems (LMS) effectively.
- Foster a continuous learning culture within their organization.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be highly interactive, experiential, and participant-centered. We believe that adults learn best by doing, so the course heavily emphasizes practical application over passive listening. The program incorporates a dynamic blend of expert-led presentations, real-world case study analyses, and interactive group discussions to explore complex challenges in corporate training management. Participants will engage in hands-on activities, including designing a training module, developing an evaluation plan, and role-playing facilitation scenarios. Team-based projects will encourage collaborative problem-solving and the sharing of diverse perspectives. Throughout the course, there will be ample opportunity for peer-to-peer feedback and personalized coaching from our experienced instructors. This immersive approach ensures that participants not only grasp the theoretical concepts but also develop the practical skills and confidence to implement best practices immediately upon returning to their workplace, driving tangible results for their organizations.

Course Agenda (Course Units):

Unit One: Strategic Foundations of Learning and Development

- The strategic role of L&D in modern organizations.
- Understanding and applying adult learning principles (Andragogy).
- Conducting a thorough Training Needs Analysis (TNA).
- Aligning L&D initiatives with corporate strategy and business goals.
- Competency mapping and skills gap analysis techniques.
- Developing a strategic L&D plan and charter.
- Stakeholder management and gaining executive buy-in for training.

Unit Two: Instructional Design and Curriculum Development

- Introduction to instructional design models (ADDIE, SAM).
- Writing effective learning objectives using Bloom's Taxonomy.
- Designing engaging and learner-centric content.
- Developing comprehensive training materials and job aids.
- Structuring a complete training program from start to finish.
- Incorporating storytelling and gamification in training design.
- Principles of e-learning and digital content development.

Unit Three: Training Implementation and Delivery Excellence

- Exploring various training delivery methods (ILT, VILT, Blended).
- Mastering advanced facilitation and presentation skills.
- Managing group dynamics and handling difficult participants.
- Techniques for creating an inclusive and interactive learning environment.
- Leveraging technology for effective virtual training delivery.
- Coaching and mentoring as a developmental tool.
- Train-the-Trainer program design and implementation.

Unit Four: Measuring Training Effectiveness and ROI

- Introduction to training evaluation frameworks.
- Applying Kirkpatrick's Four-Level Training Evaluation Model.
- Developing effective evaluation tools like surveys and assessments.
- Analyzing and interpreting evaluation data for actionable insights.
- Calculating the Return on Investment (ROI) of training programs.
- The Phillips ROI Methodology for comprehensive impact analysis.
- Communicating training value and impact to senior leadership.

Unit Five: The Future of Corporate Training and L&D Leadership

- Building and sustaining a continuous learning culture.
- The role of technology in the future of learning (AI, VR, AR).
- Managing a Learning Management System (LMS) effectively.
- Developing leadership and high-potential employee programs.
- Succession planning and its link to talent development.
- Managing the L&D budget and optimizing resource allocation.
- Personal development planning for L&D professionals.

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 L&D departments move beyond traditional ROI metrics to accurately measure the impact of training on organizational innovation and cultural transformation?

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

This course distinguishes itself by focusing on the strategic integration of the learning function within the broader business framework, rather than treating training as an isolated HR activity. While many programs concentrate solely on the mechanics of instructional design or delivery, this curriculum provides a holistic, end-to-end perspective on managing a world-class corporate training department. It uniquely bridges the gap between foundational learning theories and the complex realities of modern business, equipping participants to not only design effective programs but also to champion them in the boardroom. The emphasis on calculating and communicating training ROI provides a critical business-centric skill set often overlooked in other courses. Furthermore, the forward-looking final unit on learning technologies and building a sustainable learning culture ensures that participants are prepared not just for today's challenges, but for the future evolution of the L&D field. The course prioritizes strategic thinking and practical application, ensuring graduates can drive measurable performance improvements and position L&D as a vital contributor to organizational success.