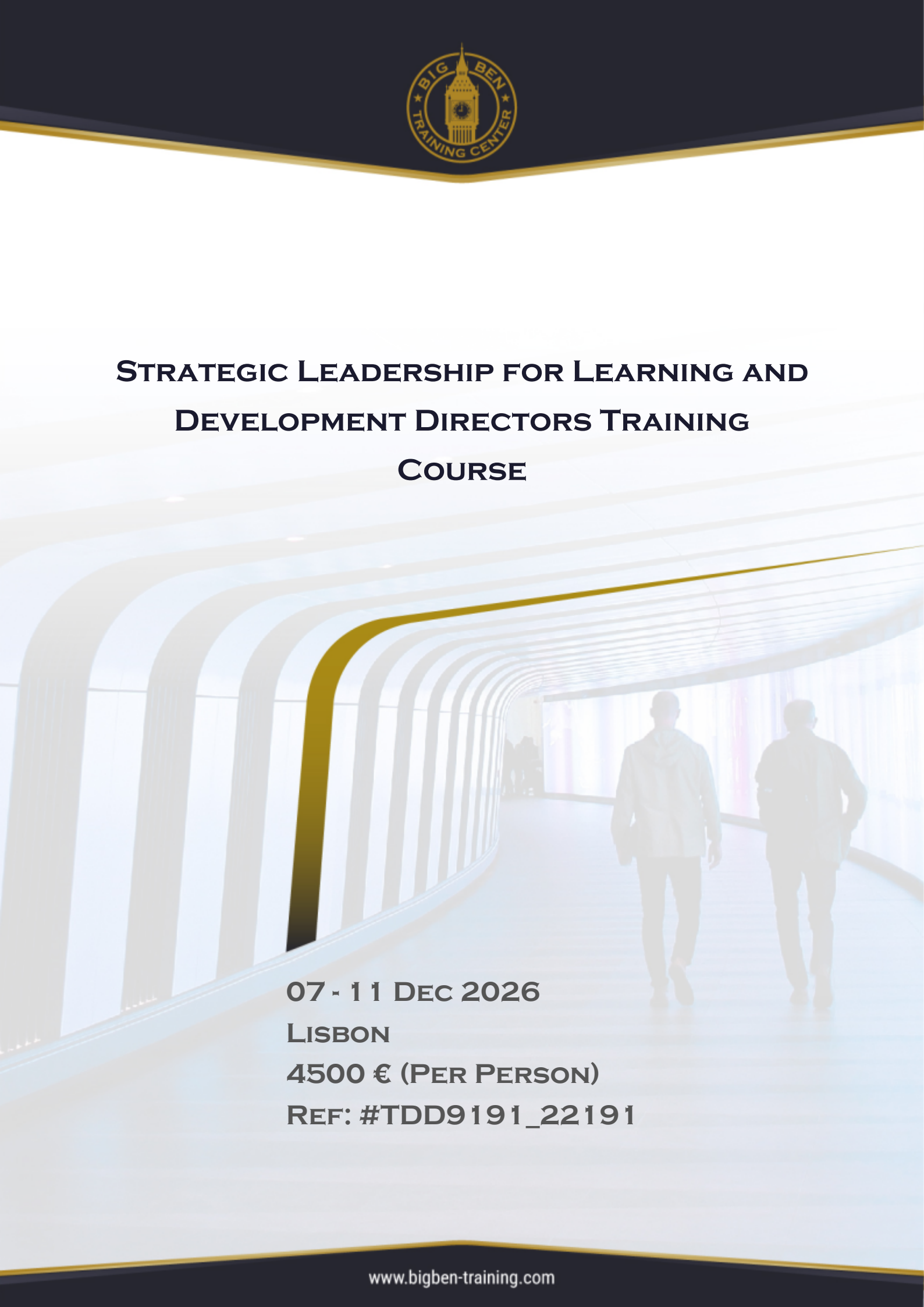
Strategic Leadership for Learning and Development Directors Training Course



07 - 11 Dec 2026

Lisbon

4500 € (Per Person)

Ref: #TDD9191_22191

Course Introduction / Overview:

This comprehensive Strategic Leadership for Learning and Development Directors Training Course is meticulously designed to empower senior L&D professionals with the advanced strategic leadership skills necessary to drive organizational learning and talent development strategy in today's dynamic business landscape. Participants will delve into the critical aspects of workforce capability building, exploring how to cultivate a robust culture of learning that fosters continuous growth and innovation. The program emphasizes the strategic alignment of L&D initiatives with overarching business objectives, ensuring that learning investments yield a significant ROI of learning programs. We will examine the future of learning, including digital learning transformation and the strategic integration of learning technology strategy to create impactful L&D initiatives. Drawing insights from thought leaders such as Peter Senge, author of "The Fifth Discipline: The Art & Practice of The Learning Organization," this course provides a framework for understanding and implementing systemic organizational learning. BIG BEN Training Center is committed to equipping L&D directors with the foresight and tools to lead their organizations towards a future-ready workforce, mastering strategic talent management and leveraging learning analytics for leaders to demonstrate tangible business impact. This training course moves beyond operational L&D, focusing on the strategic leadership skills required to influence executive decisions and shape the human capital development agenda.

Target Audience / This training course is suitable for:

- Learning and Development Directors.
- Chief Learning Officers.
- Heads of Talent Management.
- Senior Human Resources Leaders.
- Organizational Development Specialists.
- Training Managers.
- HR Business Partners with L&D responsibilities.
- Executive Leaders overseeing L&D functions.

Target Sectors and Industries:

- Technology and Software Development.
- Financial Services and Banking.
- Healthcare and Pharmaceuticals.
- Manufacturing and Engineering.
- Retail and Consumer Goods.
- Consulting and Professional Services.
- Telecommunications.
- Government Agencies and Public Sector Equivalents.
- Education and Academia.

Target Organizations Departments:

- Learning and Development.
- Human Resources.
- Organizational Development.
- Talent Management.
- Corporate Strategy.
- Executive Leadership.
- Innovation and Digital Transformation.
- Operations Management.

Course Offerings:

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

- Develop and articulate a compelling strategic L&D leadership vision.
- Design and implement impactful L&D initiatives that drive business outcomes.
- Leverage learning analytics for leaders to measure and demonstrate the ROI of learning programs.
- Lead digital learning transformation and integrate cutting-edge learning technology strategy.
- Cultivate a continuous learning culture and enhance employee experience L&D.
- Strategically align L&D efforts with organizational goals and future-ready workforce needs.
- Master change management in L&D to navigate evolving learning landscapes.
- Build robust workforce capability building frameworks for sustainable growth.
- Formulate global L&D strategy that addresses diverse organizational needs.
- Apply strategic foresight L&D to anticipate future talent development strategy challenges.

Course Methodology:

This Strategic Leadership for Learning and Development Directors Training Course employs a highly interactive and practical methodology, designed to foster deep learning and immediate applicability. BIG BEN Training Center believes in an experiential approach, combining expert-led discussions with real-world case studies that challenge participants to apply strategic leadership skills to complex L&D scenarios. Group discussions and collaborative problem-solving sessions encourage peer learning and the sharing of best practices in organizational learning and talent development strategy. Participants will engage in practical exercises, simulations, and role-playing activities that mimic real-life leadership challenges, allowing them to practice designing learning ecosystems and implementing agile learning development approaches. Personalized feedback from instructors and peers will be a cornerstone, supporting the development of leadership coaching skills and refining strategic planning L&D. The methodology also incorporates interactive workshops focused on leveraging learning technology strategy and interpreting learning analytics for leaders, ensuring participants gain hands-on experience in these critical areas. This comprehensive approach ensures that participants not only grasp theoretical concepts but also develop the practical competence to drive impactful L&D initiatives and foster a continuous learning culture within their organizations.

Course Agenda (Course Units):

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Unit One: Strategic Foundations of L&D Leadership

- Defining the Strategic L&D Leader's Role and Impact.
- Aligning L&D with Business Strategy and Organizational Goals.
- Understanding Human Capital Development and Workforce Planning L&D.
- Developing a Strategic Talent Development Strategy.
- Leading Organizational Learning and Knowledge Management.
- Building Business Acumen for L&D Professionals.
- Ethical Leadership in L&D and Corporate Responsibility.

Unit Two: Designing and Delivering Impactful Learning Initiatives

- Conducting Strategic Needs Analysis and Competency Framework Development.
- Designing Learning Experience Design for Maximum Engagement.
- Implementing Blended Learning Strategies and Adult Learning Principles.
- Developing Leadership Development Programs and Executive Education L&D.
- Measuring Learning Effectiveness and Demonstrating ROI of Learning Programs.
- Fostering Strategic Partnerships L&D with External Providers.
- Innovation in Learning and Program Design.

Unit Three: Leveraging Technology and Data for Learning Transformation

- Leading Digital Learning Transformation and E-Learning Strategy.
- Implementing Learning Technology Strategy and Platforms.
- Utilizing Learning Analytics for Leaders and Data-Driven Decision Making.
- Exploring Artificial Intelligence and Machine Learning in L&D.
- Ensuring Data Privacy and Security in Learning Systems.
- Designing Learning Ecosystems for Scalability and Accessibility.
- Future of Learning Technologies and Trends.

Unit Four: Cultivating a High-Performance Learning Culture

- Building a Continuous Learning Culture and Growth Mindset.
- Enhancing Employee Experience L&D through Learning Journeys.
- Implementing Change Management in L&D Initiatives.
- Developing Leadership Coaching Skills for Talent Development.
- Fostering Diversity and Inclusion L&D through Inclusive Learning.
- Creating a Culture of Feedback and Performance Improvement L&D.
- Driving Succession Planning L&D and Talent Mobility.

Unit Five: Future-Proofing L&D and Strategic Impact

- Applying Strategic Foresight L&D to Anticipate Future Challenges.
- Developing a Global L&D Strategy for Multinational Organizations.
- Leading Organizational Development Leadership and Transformation.
- Communicating L&D Value to Executive Stakeholders.
- Building a Future-Ready Workforce through Strategic L&D.
- Navigating Emerging Trends in Talent Management and Learning.
- Crafting a Personal Strategic L&D Leadership Action Plan.

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 an era of rapid technological advancement and evolving workforce demographics, how might Learning and Development Directors strategically redefine the very essence of organizational learning to ensure sustained competitive advantage and human flourishing?

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

This Strategic Leadership for Learning and Development Directors Training Course stands apart by offering a truly holistic and forward-thinking approach to strategic L&D leadership, moving beyond conventional operational training. Unlike programs that focus solely on tools or basic L&D processes, this course emphasizes the critical strategic alignment of L&D with core business objectives, empowering participants to become indispensable partners in organizational growth. We delve deeply into the nuances of strategic foresight L&D, preparing leaders to anticipate and navigate the future of learning, including digital learning transformation and the ethical implications of emerging learning technology strategy. The curriculum is enriched with a strong focus on business acumen for L&D, enabling directors to speak the language of the C-suite and demonstrate the tangible ROI of learning programs. BIG BEN Training Center ensures that participants develop not just skills, but a strategic mindset, fostering a continuous learning culture and driving impactful L&D initiatives that build a truly future-ready workforce. The emphasis on leadership coaching skills and change management in L&D provides a robust framework for cultivating a high-performance learning environment and enhancing employee experience L&D, making this course an essential investment for any L&D director aiming for strategic impact and organizational excellence.