



## Learning and Development Strategies for a High Performing Organisation

Maximise Development to Capitalise on the Growth of Internal and New Talent

### ► Upcoming Sessions

04-08 Nov 2024	Dubai - UAE	\$5,950
03-07 Feb 2025	Dubai - UAE	\$5,950
14-18 Jul 2025	London - UK	\$5,950
03-07 Nov 2025	Dubai - UAE	\$5,950
15-19 Dec 2025	London - UK	\$5,950

### ► Training Details

#### Training Course Overview

Do you realise that 26% of the available worldwide work force are under 22 and will be available for work in 2020? That there will at the same time be a worldwide scarcity of talented people? Most existing development strategies are not equipped for generation Z nor are they suitable for developing internal talented people.

This practical and unique Anderson training course will show you what is needed and most importantly how to do it. Many of the case studies used in this program are current and are very relevant to today's changing world. As always development and training costs are always under scrutiny, delegates will learn how to do evaluation including that which takes up 95% of budget costs – competency-based training.

#### Training Course Objectives

**By attending this Anderson training course, delegates will be able to:**

- Radically re think how development need to change to maximise generation Z often referred to as iGen
- Examine and design development and linked training specifically for those who are talented
- See what immediate improvement can be made to enhance existing procedures for 2020 and beyond
- Examine new tools, systems and branded materials that will make a real improvement
- Find out how to track measure and show the financial value of all training and development

#### Designed for

**This Anderson training course is suitable to a wide range of professionals but will greatly benefit:**

- ▶ Training managers
- ▶ Talent managers
- ▶ Training administrators
- ▶ HR professionals
- ▶ Succession planners
- ▶ Workforce planners
- ▶ Nationalisation recruiters and developers

## ▶ Training Details

### **Day One: The Future Strategic Importance of Training and Education**

- ▶ Why a strategic approach is now required
- ▶ The challenge for training and education before and after 2020
- ▶ Three strategic maps that will help you reshape and focus training and development
- ▶ Understanding the change that artificial intelligence will make on all training and development activities
- ▶ Planning required for the next two years

### **Day Two: Understanding the Three Generations and Future Development Needs**

- ▶ Getting the best from adults – a new approach
- ▶ Generation X – old but of significant value to a stable organisation
- ▶ Training and development needed for generation Y and whom they are best trained with X, Y, or Z?
- ▶ Generation Z, also referred to as iGen – DVD and discussion (are they going to be a problem?)
- ▶ Locking employees into the organization, new strategies and methodologies

### **Day Three: Development and Succession Planning – Use of Digital Footprints**

- ▶ What are digital footprints and do you have one?
- ▶ What do digital footprints tell us?
- ▶ DVD – How digital footprints are gathered and used
- ▶ Using digital information for better development programs for Nationals and the talent stream new and existing
- ▶ How digital information can help dramatically with improving succession planning

### **Day Four: Automating and Prioritising Training Needs Analysis (TNA) and Evaluation to Enable Better Training and See the Financial Return on Investment**

- ▶ Current approaches to TNA Group exercise
- ▶ Changes that will fully automate TNA for competency-based training
- ▶ Evaluation, the past present and the immediate future
- ▶ How to fully explore financial evaluation – group exercises
- ▶ Locking TNA and evaluation into an automated process

### **Day Five: The Changing World of Training; Techniques for Immediate Improvement**

- ▶ Understanding performance-based training – Group exercise
- ▶ Ways to motivate trainees and to develop employees in a changing environment
- ▶ Integrating digital media
- ▶ A look into the learning and development for tomorrow – demonstration
- ▶ Use of branded materials and software for individual and group development

## ▶ Accreditation



The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.

## ► The Certificate

- Anderson Certificate of Completion for delegates who attend and complete the training course
- The HRCI Approved Provider Seal and the corresponding Recertification Credit Hours Awarded will be reflected on the Certificate of Completion

## ► INFO & IN-HOUSE SOLUTION

For more information about this course, call or email us at:

Call us: +971 4 365 8363

Email: [info@anderson.ae](mailto:info@anderson.ae)

Request for a Tailor-made training and educational experience for your organization now:

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