



International Masterclass in Learning & Development Leadership

Enhance Leadership Skills

► Upcoming Sessions

18-22 Aug 2024	Cairo - Egypt	\$5,950
26-30 Aug 2024	London - UK	\$5,950
20-24 Jan 2025	London - UK	\$5,950
25-29 Aug 2025	London - UK	\$5,950

► Training Details

TRAINING COURSE OVERVIEW

Due to the global impact of COVID-19, organizations, especially those in Learning and Development (L&D), have swiftly adapted to meet new demands. The approach to organizational development and learning has rapidly shifted, necessitating the embrace of new technologies, such as remote and virtual working environments. Leaders within the L&D profession have been at the forefront of responding to these challenges.

This Anderson training course is tailored to empower L&D, Organizational Development (OD), HR, and Talent Management professionals with the skills, knowledge, and insights needed to lead effectively in the current and future landscape. The course offers a highly interactive and engaging platform where delegates will delve into topics such as leadership in times of change, emerging trends in remote, virtual, and AI-driven learning technologies, and strategic integration of these technologies with business objectives. Additionally, traditional principles related to Talent Management, Financial Management, ROI, and Succession Planning will be explored in the context of online and virtual environments. This training course is indispensable for leaders in L&D, OD, HR, and Talent Management roles seeking comprehensive professional development.

This Anderson training course will feature:

- The changing aspects of Leadership of the L&D Professional in the new virtual learning world
- The impact of online, virtual, remote and AI on the future of Organisational Learning
- How the L&D Leadership Professional can add leverage to the organisation and business strategy with new technology and development solutions
- The key components to becoming a Learning Organisation in the 21st Century
- Aligning the key principles of Talent, Financial and Succession Management to create integrated rapid systems
- Develop active plans to communicate the vision and strategy to key stakeholders

TRAINING COURSE OBJECTIVES

By the end of this Anderson training course, participants will be able to:

- Understand new Leadership factors for the L&D Professional
- Develop online and virtual learning and development strategies

- ▶ Apply knowledge in the three key areas of Talent, Finance and Succession to online systems
- ▶ Plan to future proof the organizational learning and development function
- ▶ Communicate effectively the L&D strategy and vision to key stakeholders

DESIGN FOR

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

- ▶ L&D Professionals
- ▶ Organizational Development Managers
- ▶ Talent Managers
- ▶ HR Managers

LEARNING METHODS

This Anderson training course will utilize a variety of proven adult learning techniques to ensure maximum understanding, comprehension and retention of the information presented. This will include highly interactive training covering the latest theories and 'best practices', targeted case studies, personal assessments, relevant topic related videos, and high impact exercises. This will provide a strong fundamental basis upon which to build future success, as well as immediate application back in the workplace.

▶ Training Details

Day One: Leading of Organizational Learning and Development

- ▶ Leadership requirements of the new L&D Professional
- ▶ Leading change in the new international learning environment
- ▶ Defining Organisational Learning for your organisation
- ▶ How to become a Learning Organisation
- ▶ Leveraging technology for increased learning and development engagement
- ▶ Learning in the present: online, remote, virtual and AI systems

Day Two: Strategic Organisational Development Planning & Virtual Learning

- ▶ Strategic HR planning and Organisational Development (OD)
- ▶ Defining the Business strategy for future skills and competences
- ▶ Learning Management Systems (LMS) and Virtual Learning Environments (VLE)
- ▶ Systems and software to enhance development
- ▶ Evaluating systems and infrastructure
- ▶ Utilizing Blended Learning and Online initiatives

Day Three: Talent Management and Systems

- ▶ Defining Talent, High Performance and High Potential
- ▶ Talent Management systems, processes and grading
- ▶ Conducting an effective Talent Gap Analysis
- ▶ Getting the criteria right: ABC model of Potential:
- ▶ Creating the Organisation Talent and High Potential matrix
- ▶ Factoring the development expectations of: Gen Y and Gen Z

Day Four: Financial Acumen and ROI (Return on Investment)

- ▶ Kirkpatrick and Phillips Evaluation Models: levels and inclusion of ROI
- ▶ Importance of learning objectives for ROI
- ▶ Defining Cost-benefit analysis
- ▶ Methods in measuring training and development ROI
- ▶ Defining measurement parameters and metrics
- ▶ Measuring the intangible impacts of ROI

Day Five: Leading Succession Management Planning

- ▶ Defining the Organisational 'bench strength'
- ▶ Succession Planning and the Organisational Capability Review process
- ▶ Conducting effective Calibration Meetings
- ▶ Developing a Succession plan for Business Strategy
- ▶ Communicating the Strategy to the Board and the Company
- ▶ Summary Planning

▶ 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:

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Email: info@anderson.ae

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

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