



HR Strategy and Training

Certified Professional in Learning and Performance (CPLP)

Course Introduction

The **Certified Professional in Learning and Performance (CPLP)** program by **BOOST** is an advanced, hands-on training program designed for professionals who are passionate about driving organizational growth through strategic learning and talent development initiatives.

This program offers an in-depth exploration of key areas in talent development, learning strategies, instructional design, performance improvement, leadership development, and evaluating learning impact.

Through a combination of expert-led sessions, interactive exercises, real-world applications, and case studies, participants will strengthen their ability to design, deliver, and manage impactful learning solutions aligned with business objectives.

The program not only builds technical expertise but also empowers professionals to become strategic partners in organizational success through performance improvement and leadership in learning.

Target Audience

- Learning and Development (L&D) specialists, managers, and directors.
- Corporate trainers, instructional designers, and organizational development professionals.
- HR professionals responsible for employee development and performance management.
- Consultants and entrepreneurs delivering learning and performance improvement solutions.

Learning Objectives

- Develop strategic learning and development plans aligned with organizational goals.
- Apply best practices in instructional design, adult learning theories, and learning technologies.
- Facilitate engaging and impactful training sessions and workshops.
- Implement performance improvement initiatives and learning evaluation methods.
- Lead talent development initiatives that foster employee engagement and organizational excellence.
- Strengthen business acumen and communication skills to position L&D as a strategic partner.

Course Outline

• DAY 01

Foundations of Talent Development and Strategic Alignment

- Understanding the evolving role of learning and development in organizations.
- Aligning learning strategies with business priorities.
- Key principles of adult learning and motivation.
- Building a culture of continuous learning.
- **Case Study Analysis:** Successful strategic learning initiatives.

• Day 02

Instructional Design and Learning Technologies

- Designing learning solutions using ADDIE and Agile methodologies.
- Developing learner-centered training programs.
- Blended learning approaches: classroom, virtual, and digital.
- Introduction to learning technologies: LMS, e-learning, microlearning, and emerging tools.
- **Workshop:** Rapid instructional design challenge.

• Day 03

Delivering High-Impact Learning Experiences

- Facilitating dynamic, learner-centered training sessions.
- Virtual facilitation best practices and engagement techniques.
- Managing group dynamics and handling challenging participants.
- Communication and presentation skills for learning professionals.
- **Practical Activity:** Facilitation practice with feedback.

• Day 04

Performance Improvement and Learning Evaluation

- Diagnosing performance gaps and identifying root causes.
- Designing interventions beyond training: coaching, job aids, process improvements.
- Kirkpatrick's Four Levels of Evaluation and other learning measurement models.
- Using data and feedback to improve learning programs and performance initiatives.
- **Group Exercise:** Design a performance improvement plan.

• Day 05

Talent Development Leadership and Professional Growth

- Building and leading effective learning and development teams.
- Business acumen: Budgeting, resource management, and ROI for learning initiatives.
- Partnering with business leaders to drive talent strategies.
- Career pathways for learning and development professionals.
- **Action Planning Session:** Personal development roadmap for continued growth.

Confirmed Sessions

FROM	TO	DURATION	FEEs	LOCATION
Sept. 8, 2025	Sept. 12, 2025	5 days	4250.00 \$	UAE - Dubai
Nov. 17, 2025	Nov. 21, 2025	5 days	4250.00 \$	UAE - Dubai
May 12, 2025	May 16, 2025	5 days	4250.00 \$	UAE - Abu Dhabi