BOOST
THE LEADING TRAINING PROVIDER

HR Strategy and Training

Elevating Learning and Development: Components of Successful L&D Strategy

Course Introduction

The landscape of the global workforce has been continually evolving due to a number of factors. This includes the increasingly competitive business industry, rising complexity, and the digital revolution that are reshaping the mix of employees. The organization's capacity to enhance the capabilities of its workforce and create a culture of continuous learning has remain vital in order to stay competitive. These trends make an effective learning and development (L&D) function more critical than ever.

The components of L&D Strategies

This training course is designed to provide participants with the insights on the components of L&D Strategies and how these can be elevated to develop a vibrant workforce equipped with the skills, knowledge and expertise for the overall success of the organization

Target Audience

This course is designed for HR and L&D professionals responsible for developing and implementing learning strategies that drive organizational success. It is ideal for:

- Learning and Development Managers looking to create impactful L&D frameworks.
- HR Professionals and Business Partners responsible for aligning learning programs with business goals.
- Training Coordinators and Specialists focused on enhancing employee development initiatives.
- Organizational Development Leaders aiming to foster a culture of continuous learning.
- Team Leaders and Managers who want to improve team performance through effective learning strategies.

Learning Objectives

- Understand the strategic role of learning and development and its alignments to the business strategies.
- Identify organizational learning and development maturity models based on strategic directives
- Develop and select external training interventions based on defined criteria including cost benefit analysis
- Analyse and comprehend static and dynamic process workflows and apply those in accordance with the needs of the organization.
- Formulate conceptual designs for learning and development frameworks to facilitate a simple and effective nomination process in the organization.
- Utilize a blended approach for the development of individual development plans for talents and successors.

Course Outline

- **DAY 01**

Component of Learning and Developing Strategy: Creating an Effective L&D Strategy

  - The strategic role of L&D
  - Alignment with business strategy
  - Analysis of internal and external environment
  - Developing learning and development strategies
  - Behavioral learning requirements
  - Functional development programs
  - Managerial development programs
  - Funding the training function
  - Cost benefit analysis of training
  - Criteria for selecting learning and development projects

- **Day 02**

Learning and Development Models

- ◦ Organizational learning and development trends
- ◦ High impact learning maturity model
- ◦ Incidental training
- ◦ Operational excellence
- ◦ Performance improvement
- ◦ Capability development
- ◦ Learning paradigms and continuous learning model
- ◦ Learning paradigms
- ◦ Timelines of development requirements

• **Day 03**

Learning Frameworks and Training Menus

- ◦ Push versus pull approach
- ◦ Design of easy to use frameworks
- ◦ Proficiency development
- ◦ Competency development
- ◦ Career development
- ◦ Training menus
- ◦ Communicating learning architecture

• **Day 04**

Process Development and Systematization

- ◦ Static process workflow
- ◦ Dynamic process workflow
- ◦ The power of toolkits
- ◦ Toolkit design and dissemination
- ◦ Automation
- ◦ Retention policy

• **Day 05**

Individual Development Plans

- ◦ Talent development programs
- ◦ Succession planning and development implications
- ◦ Development centers outcome
- ◦ Individual development plans
- ◦ Template structure
- ◦ The competency language
- ◦ Diversification of learning solutions
- ◦ On-the-job training methods
- ◦ Off-the-job training methods
- ◦ Education assistance

Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
June 23, 2025	June 27, 2025	5 days	4250.00 $	Oman - Muscat
Aug. 11, 2025	Aug. 15, 2025	5 days	4950.00 $	Ireland - Galway
Oct. 5, 2025	Oct. 9, 2025	5 days	4250.00 $	Oman - Muscat
Nov. 3, 2025	Nov. 7, 2025	5 days	4250.00 $	UAE - Abu Dhabi