

5-day Interactive Training Course

Organisational Learning & Development

Preparing and Creating the Future of Success

15 Jul - 19 Jul 2024	Munich - Germany	US\$ 5,950
02 Sep - 06 Sep 2024	Dubai - UAE	US\$ 4,950
16 Dec - 20 Dec 2024	Paris - France	US\$ 5,950
06 Jan - 10 Jan 2025	Dubai - UAE	US\$ 4,950
26 May - 30 May 2025	Dubai - UAE	US\$ 4,950
14 Jul - 18 Jul 2025	Munich - Germany	US\$ 5,950



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About the Course

While ideas trigger organisational improvement, they cannot alone create a learning organisation. A learning organisation is skilled at creating, acquiring, and transferring knowledge and modifying its behavior to reflect new knowledge and insights and evolve in today's dynamic environment.

Continuous improvement programs are sprouting everywhere as organisations strive to improve themselves and gain an edge. Solving a problem, introducing a product, and reengineering a process all require seeing the world in a new light and acting accordingly. In the absence of learning, companies and individuals simply repeat old practices.

Most scholars view organisational learning as a process that unfolds over time, linking it with knowledge acquisition and improved performance. A learning organisation is different from a traditional organisation. Learning organisations create conditions for people to learn faster and more effectively so that the organisation and its people can thrive on change. It is essential for effective talent management, particularly in enabling talent to learn and improve performance.

Are you ready to emerge as a learning organisation by reflecting new knowledge and insights? The organisational culture is dynamic and requires that certain elements be entrenched in the culture. This 5-day interactive Organisational Learning & Development training course will introduce delegates to the latest and best practices in professional development and organisational learning. Delegates will learn about how to become a truly 'learning organisation.' It will assist them in redefining organisational learning so that their organisation places learning and development at the core of its business.

Core Objectives

The delegates will achieve the following objectives:

- Develop an Organisational Learning strategy
- Explain the practical steps involved in becoming a Learning Organisation
- Utilise the Skills of Organisational Development
- Apply appropriate frameworks for developing a Learning Organisation
- Initiate professional development programs suitable for a particular audience or workgroup

Training Approach

This training course will utilise various proven adult learning teaching and facilitation techniques, including stimulating presentations supporting each of the topics and interactive trainer-led discussion sessions.

There will also be practical sessions where delegates can practice and experience some Human Resources, Talent Management, and Professional Development related activities. Role-plays, small group work, relevant case studies, and feedback will facilitate learning.

The Attendees

Learning organisations create conditions for people to learn faster and more effectively so that the organisation and its people can thrive on change. It is essential for effective talent management, particularly in enabling talent to learn and improve performance. Therefore, it is suitable for anyone who wishes to develop their Professional Development & Organisational Learning skills.

Likewise, it will be valuable to the professionals but not limited to the following:

- Managers, Supervisors, and Leaders in all sectors
- Human Resource (HR) Personnel at all levels
- Occupational Health, Organisational Performance, & Safety Personnel
- Anyone concerned with Organisational Learning
- Those who need to know more about Organisational Development (OD)
- Anyone involved in Learning & Development, Training or Talent Management

DAILY DISCUSSION

DAY ONE

ORGANISATIONAL STRATEGY & LEARNING

- Approaches to Organisational Strategy
- Creating and Developing a Business Model
- Strategic Analysis: Pest, Balanced Scorecards, Five Forces, and SWOT
- The Concept of Learning and its Link to Strategy
- The Idea of Organisational Learning
- Fostering Organisational Learning across the Board
- Enterprise Strategy for Leading the Market

DAY TWO

LEADING AND DEVELOPMENT

- Leadership Theory Explained Simply
- Transformational Leadership
- Your Preferred Role as a Leader or Manager
- Managing the Training Function Strategically
- Differentiating Succession Management & Talent Management
- Leading to Prepare and Create the Enterprise and Industry Future
- Disruptive Leadership

DAY THREE

CHANGE LEADERSHIP

- Leading Change: You as the Model
- Post-Covid Emerging trends
- An Experience of Change
- Key Drivers of Change
- Change Management
- Best Practice in Change Management
- Change as the Only Constant

DAY FOUR

BASICS OF FINANCE FOR LEARNING PROFESSIONALS

- Accounting & Finance Concepts Simplified
- Why does Training Evaluation matter?
- The Importance of Cost-benefit in Training
- Calculating a Return on Investment (ROI)
- Digital Savvy Workforce
- Financial Technology (FinTech)
- Blockchain

DAY FIVE

BECOMING A LEARNING ORGANISATION

- Understanding the Learning Organisation
- Characteristics of a Learning Organisation
- Are you ready to change?
- Benefits and Barriers
- Personal Action Planning
- Outlook for Learning Organisations
- The Way Forward: Implementing



THE CERTIFICATE

XCalibre Training Centre Certificate of Completion will be provided to delegates who attended and completed the training course.