



London TDM

# Finance and Accounting

**Course Venue:** United Arab Emirates - Dubai

**Course Date:** From 11 January 2026 To 15 January 2026

**Course Place:** Downtown Dubai

**Course Fees:** 5,000 USD

## Introduction

Developing high impact training programs is essential for maximizing learning effectiveness and aligning educational initiatives with organizational goals. This professional course is designed to equip participants with the necessary skills and knowledge to design, implement, and evaluate impactful training programs that meet the needs of learners and organizations alike.

- Understand the principles of adult learning theory and instructional design.
- Identify and analyze training needs to align with business objectives.
- Develop effective training material and delivery methods.
- Evaluate the effectiveness of training programs using metrics and feedback.
- Create a sustainable framework for continuous improvement in training programs.

## Course Outlines

### Day 1: Understanding Adult Learning Principles

- Introduction to adult learning theories
- Characteristics of adult learners
- Applying learning theories to training design
- Determining learner needs and preferences
- Establishing clear learning objectives

### Day 2: Needs Analysis and Program Design

- Conducting a needs assessment
- Aligning training programs with organizational goals
- Designing engaging learning experiences
- Selecting appropriate training methods and media
- Creating a program blueprint

### Day 3: Developing Training Materials

- Crafting engaging content
- Incorporating technology and digital tools
- Designing interactive and practical exercises
- Ensuring accessibility and inclusivity
- Creating facilitator guides and participant materials

### Day 4: Delivering High Impact Training

- Facilitation skills and techniques
- Managing diverse learner groups
- Utilizing feedback and adapting during delivery
- Engaging learners through active participation
- Overcoming common delivery challenges

### Day 5: Evaluating and Improving Training Programs

- Methods for post-training evaluation
- Gathering and analyzing feedback
- Measuring training outcomes and ROI
- Identifying areas for improvement
- Developing a continuous improvement plan