



London TDM

# Finance and Accounting

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

**Course Date:** From 08 March 2026 To 12 March 2026

**Course Place:** Downtown Dubai

**Course Fees:** 5,000 USD

## Introduction

The "Learning and Development Strategies for HR Leaders" course is designed to equip HR professionals with the insights and tools necessary to cultivate a robust learning culture within their organizations. Participants will explore strategic approaches to enhance employee development, improve performance, and adapt to the evolving workplace landscape.

### Objectives

- Understand the role of HR in crafting effective learning strategies.
- Develop skills to assess learning needs within an organization.
- Learn to design impactful learning programs aligned with business goals.
- Explore techniques to measure and evaluate learning effectiveness.
- Foster a culture of continuous learning and development.

## Course Outlines

### Day 1: Understanding Learning and Development in HR

- Introduction to the strategic role of HR in learning and development.
- Identifying business needs and aligning them with learning strategies.
- Exploring current trends and innovations in L&D.
- Analyzing case studies of successful L&D programs.
- Interactive session: Mapping L&D strategies to organizational goals.

### Day 2: Assessing Learning Needs

- Techniques for conducting a thorough needs assessment.
- Tools and methodologies for identifying skill gaps.
- Engaging stakeholders in the needs assessment process.
- Prioritizing learning initiatives based on organizational impact.
- Workshop: Designing a needs assessment plan.

### Day 3: Designing Effective Learning Programs

- Principles of instructional design and adult learning theories.
- Creating engaging and interactive learning experiences.
- Utilizing technology and e-learning in program design.
- Incorporating blended learning approaches.
- Group activity: Designing a learning program prototype.

### Day 4: Implementing and Facilitating Learning

- Strategies for effective program rollout and communication.
- Facilitation techniques for maximizing participant engagement.
- Managing logistics and resources for learning initiatives.
- Collaborating with external vendors and trainers.
- Case discussion: Overcoming challenges in program implementation.

### Day 5: Evaluating and Sustaining Learning Impact

- Methods for measuring learning effectiveness and ROI.
- Continuous improvement through feedback and data analysis.
- Building a culture that supports ongoing development.
- Recognizing and celebrating learning success stories.
- Action planning: Crafting a long-term L&D strategy.