



London TDM

HR Training Courses

Course Venue: United Kingdom - London

Course Date: From 15 February 2026 To 19 February 2026

Course Place: London Paddington

Course Fees: 6,000 USD

Introduction

In today's dynamic business environment, a robust Learning and Development (L&D) strategy is pivotal for organizational growth and sustainability. This five-day professional course aims to equip participants with the knowledge and skills to design and implement an effective L&D strategy that aligns with organizational goals and fosters continuous employee growth. Through a blend of theoretical insights and practical applications, participants will enhance their capabilities to drive successful learning outcomes.

Objectives

- Understand the fundamental principles of Learning and Development Strategy.
- Identify key components that contribute to successful L&D programs.
- Gain insights into aligning L&D strategies with business objectives.
- Learn to measure and evaluate the effectiveness of L&D initiatives.
- Develop skills to foster a culture of continuous learning within an organization.

Course Outlines

Day 1: Introduction to Learning and Development Strategy

- Overview of Learning and Development in modern organizations
- Historical evolution of L&D practices
- Key drivers for implementing L&D strategies
- Understanding the L&D process and lifecycle
- Case studies on successful L&D strategies

Day 2: Analyzing Organizational Needs

- Conducting a needs assessment
- Identifying skill gaps and opportunities
- Stakeholder analysis and engagement
- Aligning L&D with organizational strategy
- Prioritizing learning needs and initiatives

Day 3: Designing and Developing L&D Programs

- Creating a blended learning approach
- Integrating technology into learning solutions
- Developing effective training materials and content
- Engaging subject matter experts and facilitators
- Quality assurance and risk management in L&D programs

Day 4: Implementing and Managing L&D Initiatives

- Launching and promoting L&D programs
- Managing logistics and resources
- Facilitating learner engagement and motivation
- Handling challenges and resistance to change

- Managing ongoing support and follow-up

Day 5: Evaluation and Continuous Improvement

- Measuring the impact of L&D initiatives
- Collecting and analyzing feedback and metrics
- Reporting results and demonstrating ROI
- Identifying areas for improvement
- Creating a culture of continuous learning and development