

Leadership in L&D for HR: Driving Organizational Success

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Milan (Italy)

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Day 3: Talent Development and Succession Planning

- Identifying and nurturing high-potential talent
- Succession planning and career pathway design
- Implementing mentoring and coaching programs

Day 4: Performance Improvement Strategies

- Performance consulting techniques for L&D leaders
- Conducting needs assessments and gap analyses
- Designing performance support systems
- Measuring and evaluating performance improvement initiatives

Day 5: Innovation in Learning Technologies

- Emerging trends in learning technologies
- Leveraging AI and machine learning in L&D
- Implementing blended learning and microlearning solutions

Day 6: Change Management and Cultural Transformation

- Leading organizational change through L&D
- Designing learning interventions for change adoption
- Developing change champions and ambassadors
- Measuring cultural transformation outcomes

Day 7: Data-Driven L&D Decision Making

- L&D analytics and key performance metrics
- Using data for strategic planning and decision-making
- Demonstrating ROI of learning initiatives
- Creating data-driven L&D dashboards

Day 8: Building High-Performance L&D Teams

- Structuring and developing effective L&D teams
- Managing global and virtual teams
- Fostering innovation, creativity, and collaboration within teams

Day 9: Strategic L&D Communication and Stakeholder Management

- Developing internal communication strategies for L&D
- Influencing and engaging key stakeholders
- Marketing L&D initiatives across the organization
- Building strategic partnerships to enhance L&D impact

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A graphic illustration of a chessboard with several chess pieces. A large gold king piece is prominent in the foreground, with a silver pawn and a gold pawn nearby. The board is checkered, and there are concentric circles in the background.

Day 10: Future of L&D Leadership

- Emerging trends shaping L&D and talent development
- Preparing for future skills and organizational needs
- Leading L&D in the digital era
- Creating a personal L&D leadership development plan

Individual Impact

Participants will leave the program with:

- A strategic L&D plan aligned with organizational goals.
- Skills to design innovative learning programs leveraging emerging technologies.
- A data-driven dashboard to measure and demonstrate L&D impact.
- A personalized roadmap for advancing their L&D leadership capabilities.

Organizational Impact

Organizations will benefit from:

- Stronger alignment between L&D initiatives and strategic business objectives.
- Enhanced talent development and succession planning processes.
- A culture of continuous learning, innovation, and performance improvement.
- Data-driven insights to guide learning investments and demonstrate ROI.

Training Methodology

- Interactive workshops and group exercises
- Real-world case studies and practical applications
- Hands-on learning with technology-enabled tools
- Peer learning, discussions, and action planning for immediate implementation

Beyond the Course

By the end of this 10-day program, participants will be ready to:

- Strategically lead L&D initiatives that drive organizational performance.
- Implement innovative learning solutions using modern technologies and methods.
- Build and manage high-performing L&D teams.
- Measure, evaluate, and demonstrate the impact of learning on business outcomes.

A graphic of a chessboard with several chess pieces, including a king, queen, and pawns, arranged on the board. The board is white and black, and the pieces are gold and silver.

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