Leadership in L&D for HR: Driving Organizational Success

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Doha (Qatar)



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Why This Course

Learning & Development L&D is a strategic lever for organizational success, driving performance, engagement, and cultural transformation. This intensive 2-week program equips HR and L&D professionals with advanced leadership skills to design, implement, and evaluate impactful learning initiatives. Participants will learn to align L&D strategies with business objectives, leverage cutting-edge technologies, and lead change initiatives that enhance organizational capability and talent development.

What You'll Learn and Practice

By attending this program, you will be able to:

- Develop strategic L&D leadership skills to influence organizational performance.
- Align learning initiatives with business goals to maximize impact.
- Design and implement innovative talent development and succession programs.
- Lead change and cultural transformation through targeted L&D interventions.
- Apply data-driven approaches to measure, evaluate, and demonstrate L&D impact.
- Build high-performing L&D teams and foster a culture of continuous learning.

The Program Flow

Day 1: Foundations of L&D Leadership

- The evolving role of L&D in modern HR
- Aligning L&D strategies with organizational objectives
- L&D leadership competencies and mindset
- Building influence and credibility as an L&D leader

Day 2: Organizational Learning Strategies

- Adult learning theories and practical applications
- Creating a learning culture
- Designing effective learning ecosystems
- Balancing formal and informal learning approaches



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



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 2-week 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.

