

## CERTIFICATE IN BUILDING A LEARNING ORGANISATION

““Creating a Culture of Continuous Learning, Innovation, and Adaptive Growth””

### Schedule

Date	Venue	Fees (Face-to-Face)
13 – 15 Apr 2026	Kuwait	USD 2495 per delegate

► **Available delivery methods:** Face-to-Face & Online Training

### Introduction

In a fast-changing business landscape, the ability to learn faster than competitors is a key source of sustainable competitive advantage. A learning organisation encourages continuous employee development, open communication, knowledge sharing, and adaptability.

This 3-day certification course equips participants with the principles, practices, and frameworks required to transform their organization into a dynamic learning environment. It explores practical strategies to embed learning in leadership, culture, systems, and everyday workflows—ensuring agility, innovation, and long-term success.

### Objectives

By the end of this course, participants will be able to:

- Understand the five disciplines of a learning organisation (Peter Senge model)
- Assess the current learning culture within their organisation
- Implement frameworks for knowledge sharing, collaboration, and reflective practices
- Develop learning strategies aligned to organizational goals
- Champion continuous learning initiatives and monitor progress

## Why Attend

- Learn how to future-proof your organisation through learning and development
- Gain tools to break down silos and foster a knowledge-sharing culture
- Improve decision-making through collective intelligence
- Build internal systems that reinforce learning at all levels
- Become an agent of change and organizational resilience

## Target Audience

This program is designed for:

- HR professionals, learning & development leaders, and OD specialists
- Senior managers and team leaders focused on organizational growth
- Internal trainers, knowledge managers, and capability development staff
- Innovation, quality, and performance improvement teams
- Anyone responsible for building culture and transformation initiatives

## Individual Benefits

Key competencies that will be developed include:

- Systems thinking and organizational learning strategies
- Team learning facilitation and coaching techniques
- Knowledge capture, sharing, and collaboration tools
- Cultural transformation and change facilitation
- Strategic alignment between learning and business performance

## Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Stronger employee engagement through learning culture
- Enhanced agility and adaptability in changing environments
- Increased innovation, collaboration, and productivity
- Reduced knowledge loss and stronger institutional memory
- Alignment of learning with long-term business strategy

## Instructional Methodology

The course follows a blended learning approach combining theory with practice:

- Strategy Briefings - Learning organisation frameworks and leadership roles
- Case Studies - Best practices from global learning-focused companies
- Workshops - Learning audits, roadmaps, and cultural transformation tools
- Peer Exchange - Insights and applications from participants' own organisations
- Tools - Templates for learning strategies, reflection models, and system maps

## Course Outline

**Training Hours: 07:30 AM - 03:30 PM** Daily Format: 3-4 Learning Modules | Coffee Breaks: 09:30 & 11:15 | Lunch Break: 01:00 - 02:00

### Day 1: Foundations of the Learning Organisation

- Module 1: Introduction to Learning Organisations (07:30 - 09:30) • Senge’s five disciplines and key characteristics • Why learning organisations thrive in complexity
- Module 2: Systems Thinking and Mental Models (09:45 - 11:15) • Identifying loops, patterns, and hidden assumptions
- Module 3: Workshop - Assess Your Organisation’s Learning Readiness (11:30 - 01:00) • Gap analysis using structured tools

### Day 2: Building a Learning Culture and Infrastructure

- Module 4: Shared Vision and Team Learning (07:30 - 09:30) • Leadership’s role in vision alignment and collaboration
- Module 5: Knowledge Sharing and Learning Systems (09:45 - 11:15) • Technology, platforms, and practices that support ongoing learning
- Module 6: Workshop - Design a Learning Initiative (11:30 - 01:00) • Build a team-based initiative aligned to strategic goals

### Day 3: Embedding Learning into Strategy and Daily Practice

- Module 7: Strategic Learning and Performance Linkage (07:30 - 09:30) • Measuring learning ROI and aligning to KPIs
- Module 8: Leading the Shift to a Learning Organisation (09:45 - 11:15) • Managing resistance, building momentum, and scaling success
- Module 9: Final Workshop - Your Learning Organisation Roadmap (11:30 - 01:00) • Develop a customized plan for implementation

## Certification

Participants will receive a Certificate in Building a Learning Organisation, affirming their ability to foster a learning-driven culture, align learning with strategy, and lead the transformation toward a resilient and innovative organisation.

## Why Choose MAWA Events

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### In-House / Customized Training

Interested in running this course for your team?

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