

ALIGNING TRAINING WITH YOUR BUSINESS STRATEGY

"Transforming Learning & Development into a Strategic Business Enabler"

Schedule

Date	Venue	Fees (Face-to-Face)
19 - 21 May 2026	Manama, Bahrain	USD 2495 per delegate

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

Introduction

In today's competitive and dynamic business environment, organizations must ensure that their training and development initiatives directly support strategic goals. Too often, training programs operate in isolation from business priorities, resulting in low ROI and missed opportunities for performance improvement.

This 3-day course empowers HR, L&D, and business leaders to build training strategies that are tightly integrated with the company's vision, objectives, and key performance indicators (KPIs). Using practical tools and frameworks, participants will learn how to align learning needs with business drivers, engage stakeholders, and measure training impact to prove value and drive outcomes.

Objectives

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

- Translate organizational strategy into learning and development priorities
- Conduct training needs analysis (TNA) aligned with strategic objectives
- Design training programs that support performance and capability building
- Engage leadership and operational managers in training alignment
- Measure and report the business impact of training initiatives

Why Attend

- Build a clear link between learning, performance, and strategic results
- Develop a training strategy that earns leadership buy-in and funding
- Ensure L&D is positioned as a driver of growth, not a cost center
- Use tools like competency frameworks, KPIs, and TNA matrices effectively
- Apply global best practices and real-world case examples

Target Audience

This program is designed for:

- Learning and Development (L&D) professionals
- HR and organizational development managers
- Training specialists and internal facilitators
- Line managers involved in staff development
- Strategy and performance improvement leaders

Individual Benefits

Key competencies that will be developed include:

- Strategic thinking in workforce development
- Training needs analysis and planning
- Design and evaluation of results-based learning initiatives
- Stakeholder engagement and communication
- Use of metrics and dashboards for training ROI

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Better alignment between business goals and learning investments
- Improved training outcomes and employee performance
- More efficient use of training budgets and resources
- Enhanced organizational agility through upskilled talent
- Increased strategic value of the HR and L&D functions

Instructional Methodology

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

- Strategic Briefings – Trends in corporate learning and business alignment
- Case Studies – Successful alignment practices in global companies
- Workshops – TNA, training plan design, and business case development
- Peer Exchange – Cross-sector insights and group problem solving
- Tools & Templates – Training alignment scorecards, planning frameworks

Course Outline

Training Hours: 7:30 AM - 3:30 PM Daily Format: 3-4 Learning Modules | Coffee Breaks: 09:30 & 11:15 | Lunch Buffet: 01:00 - 02:00

Day 1: Building the Strategic Foundation for L&D

- Module 1: Understanding Business Strategy and HR's Role (07:30 - 09:30) • What is strategy? How does it translate to workforce capability? • The evolving role of L&D as a strategic enabler
- Module 2: Linking Competency Frameworks to Strategic Goals (09:45 - 11:15) • Core competencies, leadership pipelines, and skill gaps • Aligning job roles and talent development plans
- Module 3: Training Needs Analysis (TNA) for Strategic Impact (11:30 - 01:00) • Conducting effective TNAs • Prioritizing training based on business risk and opportunity
- Module 4: Workshop - Map Strategic Goals to Training Priorities (02:00 - 03:30) • Develop a strategic L&D map for your organization

Day 2: Designing and Delivering Aligned Training

- Module 5: Instructional Design for Business Outcomes (07:30 - 09:30) • Creating programs that solve real business problems • Choosing delivery methods based on audience and context
- Module 6: Gaining Stakeholder Buy-In (09:45 - 11:15) • Communicating L&D value to leadership • Overcoming resistance and influencing decisions
- Module 7: Integrating Learning with Performance Management (11:30 - 01:00) • Embedding training into the work environment • Linking with KPIs and performance reviews
- Module 8: Workshop - Design a High-Impact Training Program (02:00 - 03:30) • Use design thinking to address a current business challenge

Day 3: Measuring and Communicating Training Results

- Module 9: Training ROI and Impact Measurement (07:30 - 09:30) • Kirkpatrick Model, ROI formulas, and success metrics • Collecting and analyzing meaningful data
- Module 10: Dashboards, Reports, and L&D Governance (09:45 - 11:15) • Reporting to leadership: what matters, what doesn't • Using data to drive decisions and funding
- Module 11: Building the Strategic Learning Plan (11:30 - 01:00) • Long-term planning and change readiness • Integration with workforce planning and business strategy
- Module 12: Final Workshop - Draft Your Strategic L&D Roadmap (02:00 - 03:30) • Create a 12-month plan with measurable objectives

Certification

Participants will receive a Certificate of Completion in Aligning Training with Your Business Strategy, validating their ability to design, implement, and evaluate learning and development initiatives that directly support business success

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