

MANAGING THE LEARNING & DEVELOPMENT FUNCTION

“Aligning Talent Development with Organizational Strategy for Maximum Impact”

Schedule

Date	Venue	Fees (Face-to-Face)
23 - 24 Jul 2026	Dubai, UAE	USD 1995 per delegate

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

Introduction

Effective management of the Learning & Development (L&D) function is essential for building a high-performance workforce. As organizations adapt to technological change and evolving business needs, L&D leaders must shift from training administrators to strategic enablers of growth, capability, and engagement.

This practical 2-day course provides participants with the tools and frameworks needed to manage the entire L&D lifecycle—from training needs analysis to evaluation—ensuring alignment with organizational goals and talent strategies. Real-world case studies and group activities reinforce the transition from reactive training to proactive learning design.

Objectives

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

- Conduct effective training needs analysis (TNA)
- Align L&D strategies with business objectives and workforce planning
- Design impactful learning programs using modern methodologies
- Measure training effectiveness using appropriate evaluation models
- Manage the L&D function with strategic, operational, and ROI-focused approaches

Why Attend

- Transform L&D from a cost center into a business driver
- Learn how to create learning strategies that deliver measurable results
- Build internal learning ecosystems and blended learning models
- Improve stakeholder engagement and training relevance
- Strengthen succession planning through targeted development

Target Audience

This program is designed for:

- Learning & Development Managers and Officers
- HR Managers responsible for training and development
- Organizational Development professionals
- Training Consultants and Facilitators
- HR Business Partners supporting strategic workforce development

Individual Benefits

Key competencies that will be developed include:

- Strategic thinking in managing training and development
- Training needs assessment and learning gap identification
- Design and evaluation of impactful learning interventions
- Stakeholder communication and budget management
- Alignment of learning initiatives with organizational change

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Improved capability development and employee retention
- Better training ROI through relevant, results-driven programs
- Enhanced organizational agility through continuous learning
- More effective leadership pipeline and workforce capability mapping
- A learning culture that supports innovation and performance

Instructional Methodology

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

- Strategy Briefings - L&D lifecycle, training governance, adult learning
- Case Studies - Internal vs external training programs, evaluation frameworks
- Workshops - Training needs analysis, program design, post-training review
- Peer Exchange - L&D models used across sectors and regions
- Tools - TNA templates, evaluation scorecards, L&D strategy maps

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: Strategic Alignment and Needs Assessment

- Module 1: Role of L&D in Business Performance (07:30 - 09:30) • From training provider to strategic enabler
- Module 2: Training Needs Analysis and Learning Gaps (09:45 - 11:15) • Methods, tools, and stakeholder input
- Module 3: Learning Strategy Development (11:30 - 01:00) • Blended learning, formal/informal pathways
- Module 4: Workshop - Design an L&D Roadmap (02:00 - 03:30) • Map initiatives to business outcomes

Day 2: Program Design, Evaluation, and Function Management

- Module 5: Learning Program Design and Delivery Methods (07:30 - 09:30) • Instructional design, microlearning, coaching
- Module 6: Measuring Training Effectiveness (09:45 - 11:15) • Kirkpatrick Model, ROI frameworks
- Module 7: Managing the L&D Function (11:30 - 01:00) • Budgeting, policies, vendor management
- Module 8: Final Workshop - Present a Learning Impact Strategy (02:00 - 03:30) • Stakeholder alignment and performance metrics

Certification

Participants will receive a Certificate of Completion in Managing the Learning & Development Function, confirming their ability to design, implement, and evaluate L&D strategies that directly support organizational capability and performance.

Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
- **Industry-Leading Faculty:** Courses delivered by seasoned professionals with hands-on experience.
- **Practical Insights:** Learn to turn theory into actionable strategies for real-world business impact.
- **Client-Focused Solutions:** Customized programs designed to achieve your organisation's unique goals.

In-House / Customized Training

Interested in running this course for your team?

Please contact us:

TEL:

+601116373203

EMAIL:

info@mawaevents.net

© Material published by MAWA Events shown here is copyrighted. All rights reserved. Any unauthorized copying, distribution, use, dissemination, downloading, storing (in any medium), transmission, reproduction or reliance in whole or any part of this course outline is prohibited and will constitute an infringement of copyright.