

Learning and Development in practice

Days: 2

Who is it for

HR or L&D professionals who are involved in analysing, planning and evaluating the learning and development of people within their organisation.

What is it about

An overview of the L&D cycle focussed on: analysing learning needs; defining the required outcomes to meet those needs; deciding on the most appropriate solutions and making them happen; measuring the success of what was learned. This course concentrates on the non-delivery aspects of learning and development.

Course Overview

Learning and development in practice

- The L&D cycle and its role in supporting CPD
- The role of L&D practitioner within the organisation
- Consulting with internal customers and managing expectations

Analysing needs and defining outcomes

- Aligning learning needs with organisational and departmental goals
- Analysing learning needs in practice
- Defining measurable learning outcomes

Developing and planning solutions

- Assessing the different ways people learn and removing any barriers
- Selecting the most appropriate solution to deliver the required outcomes
- Managing the design and delivery process to ensure success

Reviewing outcomes and evaluating success

- Monitoring and evaluating learning events and initiatives
- Different models for evaluating the outcomes of training

What do I get out of it?

A comprehensive understanding of all stages of the learning cycle.

Sustained learning and development by adopting a planned approach.

Improved performance by linking training and learning outcomes to objectives.

The ability to assess and select the delivery channels best suited to the required objectives.

Sourcing and designing learning materials.

Practical models to evaluate the success of training and learning programmes.