

Leadership in L&D for HR: Driving Organizational Success

Human Resource
Toronto (Canada)
25 Aug - 05 Sep 2025

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Leadership in L&D for HR: Driving Organizational Success

Ref: 321689_143944 **Date:** 25 Aug - 05 Sep 2025 **Location:** Toronto (Canada) **Fees:** 7900 Euro

Course Description

This comprehensive 10-day course equips HR professionals with advanced leadership skills in Learning & Development L&D. Participants will learn to strategically align L&D initiatives with organizational goals, drive performance improvement, and lead cultural transformation. The course covers cutting-edge L&D methodologies, talent development strategies, and change management techniques.

Learning Objectives

- Develop strategic L&D leadership skills to drive organizational success
- Master techniques for aligning L&D initiatives with business objectives
- Learn to design and implement effective talent development programs
- Acquire skills to lead change and cultural transformation through L&D
- Enhance abilities to measure and demonstrate L&D impact on business outcomes

Course Modules

Day 1: Foundations of L&D Leadership

- The evolving role of L&D in HR
- Strategic alignment of L&D with business goals
- L&D leadership competencies and mindset
- Building influence and credibility as an L&D leader

Day 2: Organizational Learning Strategies

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

Day 3: Talent Development and Succession Planning

- Identifying and developing high-potential talent
- Creating robust succession planning processes
- Designing career development pathways
- Implementing mentoring and coaching programs

A graphic of a chessboard with several chess pieces (king, queen, rook, knight, and pawns) in gold and silver. The text 'UK Training PARTNER' is overlaid on the board.

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Day 4: Performance Improvement Strategies

- Performance consulting skills 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 effective blended learning solutions
- Designing engaging microlearning experiences

Day 6: Change Management and Cultural Transformation

- Leading organizational change through L&D
- Designing learning interventions to support change
- Developing change champions and ambassadors
- Measuring the impact of cultural transformation initiatives

Day 7: Data-Driven L&D Decision Making

- L&D analytics and metrics
- Leveraging data for strategic L&D planning
- Demonstrating ROI of learning initiatives
- Creating data-driven L&D dashboards

Day 8: Building High-Performance L&D Teams

- Structuring effective L&D teams
- Developing L&D team competencies
- Managing virtual and global L&D teams
- Fostering innovation and creativity in L&D teams

Day 9: Strategic L&D Communication and Stakeholder Management

- Developing an L&D communication strategy
- Influencing and engaging key stakeholders
- Marketing L&D initiatives internally
- Building strategic partnerships across the organization

Day 10: Future of L&D Leadership

- Emerging trends shaping the future of L&D
- Preparing for the skills of the future
- Leading L&D in the age of digital transformation

A graphic of a chessboard with several chess pieces. A large gold king piece is in the foreground, with a silver pawn and a gold pawn behind it. In the background, there are concentric circles emanating from a point on the board.

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- Creating a personal L&D leadership development plan

Practical Wins for Participants

- Develop a strategic L&D plan aligned with organizational goals
- Design an innovative learning program leveraging new technologies
- Create a data-driven L&D dashboard to demonstrate impact
- Craft a personal L&D leadership development roadmap

A graphic of a chessboard with several chess pieces. A large gold king piece is prominent in the foreground, with a silver pawn and a silver knight behind it. The board is checkered, and there are concentric circles in the background.

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