

# Leadership in L&D for HR: Driving Organizational Success

28 December 2026 – 8 January 2027  
Rome (Italy)

UK Training

# PARTNER



## Leadership in L&D for HR: Driving Organizational Success

**Ref:** 321689\_167795 **Date:** 28 December 2026 – 8 January 2027 **Location:** Rome (Italy) **Fees:** 9400 GBP

### Why This Course

Learning & Development L&D is a strategic lever for organizational success, driving performance, engagement, and cultural transformation. This intensive 2-week program equips HR and L&D professionals with advanced leadership skills to design, implement, and evaluate impactful learning initiatives. Participants will learn to align L&D strategies with business objectives, leverage cutting-edge technologies, and lead change initiatives that enhance organizational capability and talent development.

### What You'll Learn and Practice

By attending this program, you will be able to:

- Develop strategic L&D leadership skills to influence organizational performance.
- Align learning initiatives with business goals to maximize impact.
- Design and implement innovative talent development and succession programs.
- Lead change and cultural transformation through targeted L&D interventions.
- Apply data-driven approaches to measure, evaluate, and demonstrate L&D impact.
- Build high-performing L&D teams and foster a culture of continuous learning.

### The Program Flow

#### Day 1: Foundations of L&D Leadership

- The evolving role of L&D in modern HR
- Aligning L&D strategies with organizational objectives
- L&D leadership competencies and mindset
- Building influence and credibility as an L&D leader

#### Day 2: Organizational Learning Strategies

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

UK Training

**PARTNER**

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

### **Day 3: Talent Development and Succession Planning**

- Identifying and nurturing high-potential talent
- Succession planning and career pathway design
- Implementing mentoring and coaching programs

### **Day 4: Performance Improvement Strategies**

- Performance consulting techniques 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 blended learning and microlearning solutions

### **Day 6: Change Management and Cultural Transformation**

- Leading organizational change through L&D
- Designing learning interventions for change adoption
- Developing change champions and ambassadors
- Measuring cultural transformation outcomes

### **Day 7: Data-Driven L&D Decision Making**

- L&D analytics and key performance metrics
- Using data for strategic planning and decision-making
- Demonstrating ROI of learning initiatives
- Creating data-driven L&D dashboards

### **Day 8: Building High-Performance L&D Teams**

- Structuring and developing effective L&D teams
- Managing global and virtual teams
- Fostering innovation, creativity, and collaboration within teams

### **Day 9: Strategic L&D Communication and Stakeholder Management**

- Developing internal communication strategies for L&D
- Influencing and engaging key stakeholders
- Marketing L&D initiatives across the organization
- Building strategic partnerships to enhance L&D impact

A graphic of a chessboard with several chess pieces. A large gold king piece is in the foreground, with a silver pawn and a silver knight behind it. In the background, there are concentric circles and the text 'UK Training PARTNER' in black.

UK Training  
**PARTNER**

## Day 10: Future of L&D Leadership

- Emerging trends shaping L&D and talent development
- Preparing for future skills and organizational needs
- Leading L&D in the digital era
- Creating a personal L&D leadership development plan

## Individual Impact

Participants will leave the program with:

- A strategic L&D plan aligned with organizational goals.
- Skills to design innovative learning programs leveraging emerging technologies.
- A data-driven dashboard to measure and demonstrate L&D impact.
- A personalized roadmap for advancing their L&D leadership capabilities.

## Organizational Impact

Organizations will benefit from:

- Stronger alignment between L&D initiatives and strategic business objectives.
- Enhanced talent development and succession planning processes.
- A culture of continuous learning, innovation, and performance improvement.
- Data-driven insights to guide learning investments and demonstrate ROI.

## Training Methodology

- Interactive workshops and group exercises
- Real-world case studies and practical applications
- Hands-on learning with technology-enabled tools
- Peer learning, discussions, and action planning for immediate implementation

## Beyond the Course

By the end of this 2-week program, participants will be ready to:

- Strategically lead L&D initiatives that drive organizational performance.
- Implement innovative learning solutions using modern technologies and methods.
- Build and manage high-performing L&D teams.
- Measure, evaluate, and demonstrate the impact of learning on business outcomes.

A graphic of a chessboard with several chess pieces, including a king, queen, and pawns, arranged on the board. The board is white and black, and the pieces are gold and silver.

UK Training  
**PARTNER**