



## Modern Techniques for Organizational Learning & Training & Development Management

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# Modern Techniques for Organizational Learning & Training & Development Management

## Introduction:

This course will introduce you to the latest and best practices in training management and organizational learning. This course is paced, challenging and highly rewarding. You will learn about how to become a truly 'learning organization' and redefine organizational learning so that your organization places learning and development at the core of its business. This course will introduce you to the latest and proven techniques for Training Management, Organizational Learning, Talent Management and Organizational Development (OD). Your professional practice and career will be enhanced by attending this important course.

- Understand the application of training management in your organization and compare what you do to other leading organizations
- Learn the practical steps involved in becoming a truly learning organization
- Learn about organizational learning and development as it applies to your organization
- Enjoy practical courses/exercises each day where what has been learnt will be put into action
- Network with other like-minded professional about best-practices in learning & development

## Who Should Attend?

Training & Development Managers, Training Controllers & Administrators, Training & Development Coordinators, Training Managers' Secretaries, Training Assistants, Training Officers, HR Specialists, Generalists & Personnel, Line Managers,

Capability and Development Officials, Senior Executive Capability and Development, Section Heads, Succession Planers, Talent Managers, Training Officers, Senior Training Officers, Team Leaders, Superintendents, Senior Training Administrators, those responsible for people development, Administrators, HR trainees, and Supervisors who are involved with training and development.

## Course Objectives:

**By the end of this course delegates will be able to:**

- Develop training suitable for a particular audience or work-group
- Utilize the skills of OD for Organizational Learning & Training Management
- Apply appropriate skills for developing a learning organization
- Demonstrate an understanding of Organizational Learning theory
- Explain the concept of effective Training Management

## Course Outline:

### **Organizational Learning Explored**

- The concept of learning
- How does learning differ in different industries
- Behavioral and other psychological theories
- Implications of organizational learning practices
- The idea of organizational learning
- Redefining organizational learning

### **Training Management Explored**

- Managing the training function strategically
- Training in different sectors
- The importance of cost-benefit & ROI
- The concept of talent management

- Differentiating succession management & talent management
- Nationalization issues in training

### **Leading Organization Change**

- An experience of change
- Change at the team level
- Change at the organizational level
- Key drivers of change
- Change management
- Case Studies of best practice in change management

### **Organizational Development (OD) Explored**

- History of OD
- Organizational development today
- What can we learn from Maslow and Herzberg?
- Case studies: Putting OD into practice
- Diagnostic tools for OD
- Organizational Structures

### **Becoming a Learning Organization**

- Understanding the learning organization
- Characteristics of a learning organization
- Are you ready to change?
- Benefits and barriers
- The Fifth Discipline
- Personal action planning