

Training Programs 2022

B04	Evidence in Public Policy	Booking
London: 12-14 Jan; Khartoum: 21-23 Feb; Dubai: 02-04 Mar; Cairo: 20-22 Mar; Johannesburg: 12-14 Apr; Istanbul: 08-10 May; Casablanca: 08-10 Jun; Riyadh: 08-10 Jul; Doha: 08-10 Aug; Masqat: 08-10 Sep; Kuala Lumpur: 08-10 Oct; Nairobi: 08-10 Nov; Jakarta: 08-10 Dec.		
<ul style="list-style-type: none">● Course overview<p>This course will guide you through the knowledge and skills you need to develop and run an effective L&D unit in HR that is closely aligned to the overall organizational strategy.</p><p>The course also includes a site visit to an organization relevant to the course so delegates can develop an understanding of how their contemporaries function in the real-world.</p><p>The course will wrap with a summary of the key learning points, followed by an action planning exercise with a view to apply the acquired knowledge and skills immediately upon your return to work. Post-course support is also available in relation to the implementation of your action plan, up to six (6) months following course completion.</p>● Agenda<p>The Need for L&D in Organizations</p><ul style="list-style-type: none">▪ Understanding organizations▪ The organization's purpose▪ Organization structures▪ The purpose of Learning & Development<p>The Learning Organization</p><ul style="list-style-type: none">▪ Characteristics of a learning organization▪ Five disciplines of the learning organization▪ Building a learning organization		

- Barriers to the learning organization

Creating a Learning Culture

- Organizational culture and learning
- Organizational learning, team learning and individual learning
- Steps to create a learning culture
- Creating the right learning environment

Site Visit

- Industrial visit to a relevant organization.
- An insight into the internal working of companies.
- An opportunity to learn through interaction with practising professionals.

Course Review

- Summary and recap of key learning objectives
- Action Planning

● Target audience

This course is suitable for:

- HR directors
- Heads of HR functions
- HR business partners
- Senior HR executives, managers, advisors and officers who wish to contribute to the development and implementation of HR strategy.
- Chief officers, Chairpersons, Board members, Company directors, Heads of Departments, and all those at the highest levels of an organization interested in developing an in-depth knowledge of strategic HRM.

- **Learning outcomes**

Upon completion of this course, you will be able to:

- Understand the role of L&D in HRM and the wider organization.
- Develop the skills need to create an learning organization and embed a learning culture.
- Appreciate the steps required to develop an effective L&D strategy.
- Improve your execution of L&D in your organization.
- Develop a practical perspective into contemporary work practices in your field.
- Implement an Action Plan at your workplace using the knowledge and skills acquired through the course.