

## Training Programs 2022

A02	<b>Data-Driven Decision-Making</b>	Booking
London: 06-08 Jan; Khartoum: 14-16 Feb; Johannesburg: 06-08 Apr; Istanbul: 02-04 May; Casablanca: 02-04 Jun; Riyadh: 02-04 Jul; Doha: 02-04 Aug; Masqat: 02-04 Sep; Kuala Lumpur: 02-04 Oct; Nairobi: 02-04 Nov; Jakarta: 02-04 Dec.		
<ul style="list-style-type: none"><li>● <b>Course overview</b><p>This course will guide you through the knowledge and skills you need to develop and run an effective L&amp;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></li><li>● <b>Agenda</b><p><b>The Need for L&amp;D in Organizations</b></p><ul style="list-style-type: none"><li>▪ Understanding organizations</li><li>▪ The organization's purpose</li><li>▪ Organization structures</li><li>▪ The purpose of Learning &amp; Development</li></ul><p><b>The Learning Organization</b></p><ul style="list-style-type: none"><li>▪ Characteristics of a learning organization</li><li>▪ Five disciplines of the learning organization</li><li>▪ Building a learning organization</li></ul></li></ul>		

- 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.