



Training Management & Organisational Learning

Overall Description:

This course is designed to help training managers and specialists to improve the efficiency and effectiveness of learning and development units.

Course Objectives:

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

Course Outline (Content):

Organisational Learning Explored

- The concept of learning.
- How does learning differ in different industries?
- The idea of organizational learning.

Training Management Explored

- Managing the training function strategically.
- The importance of cost-benefit & ROI.
- Differentiating succession management & talent management.

Leading Organisation Change

- Change at the organizational level.
- Key drivers of change.
- Change management.

Concepts of Organisational Development (OD) in the organization

- Organizational development today.
- What can we learn from Maslow and Hertzberg?

OUTLINE (Cont.)

- Putting OD into practice.

Becoming a Learning Organisation

- Understanding the learning organization.
- Characteristics of a learning organization.
- Benefits and barriers.
- Personal action planning.

Who Should Attend?

Training Specialists, Training Analysts and Coordinators involved in the process of Training Management; and who coordinate and organize training courses, and evaluate the results of training.

Competencies Covered:

- Learning and Development
- Training Management
- Change Management

