

Strategic Learning & Development Masterclass



17 – 19 April



Live Online Training



Fee R12,999



Only 16 Seats Available



6 CPD Points from IPM



COURSE OVERVIEW

This training programme is an intermediate-advanced level skills development offering. The masterclass effectively blends the theory and practice of strategic learning and development (L&D), L&D scorecard and -metrics with practical application tools and techniques.

At the conclusion of this masterclass, learners will be capacitated to effectively transform training to a strategic learning partner and provider of business-valued learning solutions.

This 3-day training programme is specifically designed for:

Heads - Learning & Development / L&D Managers, Training Officers / Managers / Practitioners, HR Managers, HR Professionals, Skills Development Facilitators, Training Co-ordinators and Administrators, HR generalists and specialists, Supervisors and Line / Senior Managers and any staff member tasked with the training and development responsibility.

The Fundamentals of Strategic Learning and Development

Specific Outcomes:

- Defining strategic Learning and Development (L&D)
- The strategic L&D process
- Applying the 70-20-10 model of learning
- The strategic imperative of L&D
- Developing a conceptual, strategic L&D model/framework
- Understanding and applying strategic principles to the ADDIE training process/cycle
- Identifying the 10 characteristics/factors of strategic L&D
- Global research of the strategic impact and value of L&D
 - *Maturity*
 - *Readiness*
 - *Capability Gap Index*
- Critical success factors for the transformation of training and development
- Case studies:
 - #1: Learning and Development Strategy (Portakabin)
 - #2: The Strategic Learning Cycle: A Case Study (Chubb)
- Cultivating and diagnosing a High Impact Learning Organization (HILO) culture

Competency-Based Training Needs Analysis and Skills Auditing

Specific Outcomes:

- Performing a Competency-based Training Needs Analysis – tools and process
- Case study #3: TNA at Maritime Palms Hotel
- Applying the 3-step skills auditing process:
 - *Determine skills requirements*
 - *Audit actual skills*
 - *Determine development needs and plan for training/ restructuring*
- Case study #4: Public Health Bolton Skills Audit
- Re-positioning L&D into a strategic learning partner

Crafting a L&D Scorecard and Applying L&D Metrics

Specific Outcomes:

- Crafting a L&D Scorecard
- Applying Strategy Mapping
- Defining training ROI and outlining the importance of assessment and evaluation practices
- Diagnosis of current training ROI processes
- Learning and Development metrics
 - *Activity*
 - *Results*
 - *Efficiency*
- Applying Kirkpatrick's 4 levels of training evaluation
 - *Level 1: Reaction*
 - *Level 2: Learning*
 - *Level 3: Behaviour*
 - *Level 4: Results/impact*
- Developing and implementing the 4-phased, training ROI process
 - *Phase 1: Preparatory*
 - *Phase 2: Initiation*
 - *Phase 3: Analysis*
 - *Phase 4: Consolidatory*
- Communicating the results in a ROI report
- Implementing the 6-step L&D metrics and analytics process
- Case study #5: Training ROI at Canadian Valve Company

End of Training Programme

Booking Form

#: **LM**

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Please complete this form and return to: info@seven7training.co.za & will confirm your booking.

Company Name:

Postal Address:

Country:

VAT Number:

Tel Number:

Cell Number:

Date:

Authorized By:

Position / Signature:

Delegates Details *(please use block capitals)*

First Name & Last Name(s)	Email Address	Designation	Cell Number
1.			
2.			
3.			
4.			
5.			
6.			
7.			

1. Payment Terms On the return of the registration form, full payment is required within 14 working days. Payment must be received prior to the training start date. **Seven7Training** reserves the right to refuse entry into the conference should full payment not have been received prior to this date. Cancellation will be charged under the term set out below. **2. Cancellations, No shows & Substitutions:** Cancellations received in writing more than 21 days prior to the event being held carry a 50% cancellation fee. Should cancellations be received between 21 days and the date of the event, the full training fee is payable and non – refundable. Non-payment or non-attendance does not constitute cancellation. No show will be charged the full registration fee. Cash alternatives will not be offered, however, substitutes at no extra charge are welcome. **3. Alterations to advertised package:** **Seven7** reserves the right to alter this programme without notice or penalty and in such situations no refunds or part – refunds or alternative offer will be made. Should **Seven7** permanently cancel an event, for any reason whatsoever; the Client shall be provided a credit of the equivalent amount paid towards the cancelled event. In the case of a postponed or cancelled event, **Seven7** will not be responsible for covering airfare, accommodation, or other travel cost incurred by Clients. **4. Copyright:** All intellectual property rights in the materials distributed by **Seven7** in connection with this event are expressly reserved and any unauthorized duplication, publication or distribution is prohibited. **5. Program Information** indicated in brochure is for indicative purposes only. Final programme details including daily schedule and topics schedule may vary. Training assessment for SAQA/NQF points purposes not included as part of training program.

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☐ **(A) LOCAL**
Training Fee 3 (Days) = R 12,999

☐ **(C) INTERNATIONAL FEE**
Training Fee 3 (Days) = \$ 900