

CORPORATE LEARNING & DEVELOPMENT PROFESSIONAL



GENTEX[®]

TRAINING CENTER



Introduction

Corporate Learning & Development Professional Training Course prepares HR and training specialists to design, deliver, and measure effective learning programs inside organizations. Skilled L&D professionals help companies close skill gaps, boost employee engagement, and align training with business strategy. This program combines proven instructional design models with practical tools for needs analysis, program delivery, and impact evaluation. Furthermore, it addresses common challenges such as low training engagement, weak evaluation methods, and disconnected learning strategies. Delegates leave with frameworks they can apply immediately, from training needs assessments to structured evaluation models. As a result, organizations benefit from stronger talent pipelines, improved performance, and measurable returns on training investment.

Corporate Learning & Development Professional Course Objectives

- Conduct training needs analysis using skills-gap assessment tools
- Apply the ADDIE model to design structured learning programs
- Build learning objectives using Bloom's Taxonomy
- Design blended learning programs combining classroom and e-learning methods
- Apply Kirkpatrick's Four Levels to evaluate training effectiveness
- Develop individual development plans linked to competency frameworks
- Use learning management systems (LMS) to track training delivery
- Create engaging instructional materials using adult learning principles
- Build succession planning strategies through targeted development programs
- Measure training ROI using cost-benefit analysis methods

Course Methodology



LEARN BOLD. LEAD BEYOND

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com



- Interactive workshops using real organizational training case studies
- Hands-on exercises building training needs assessments
- Group activities designing sample learning modules
- Practical application of the ADDIE and Kirkpatrick models
- Short assessments to reinforce daily learning
- Individual action-planning sessions for workplace application

Who Should Take This Course

- HR professionals responsible for training and development
- Learning and development coordinators and specialists
- Training managers overseeing employee development programs
- Team leaders supporting staff growth and upskilling
- Talent management professionals building succession plans
- Professionals transitioning into learning and development roles

Corporate Learning & Development Professional Course Outlines

Day 1: Foundations of Learning & Development

- Role of L&D within organizational strategy
- Conducting training needs analysis
- Identifying skills gaps across teams
- Overview of adult learning principles
- Case study: aligning training with business goals
- Practical exercise: drafting a needs assessment



LEARN BOLD. LEAD BEYOND

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com



- Group discussion on L&D priorities

Day 2: Instructional Design Fundamentals

- Introduction to the ADDIE model
- Writing learning objectives with Bloom's Taxonomy
- Structuring content for different learning styles
- Designing blended learning programs
- Selecting appropriate delivery methods
- Practical exercise: designing a sample module
- Group review of instructional design drafts

Day 3: Delivering Effective Training Programs

- Facilitation techniques for engaging sessions
- Managing classroom and virtual training environments
- Using learning management systems (LMS) effectively
- Handling group dynamics during training
- Incorporating interactive and practical exercises
- Role-play: delivering a short training segment
- Feedback session on delivery techniques

Day 4: Evaluating Training Impact

- Introduction to Kirkpatrick's Four Levels
- Measuring reaction, learning, behavior, and results
- Calculating training return on investment (ROI)
- Building post-training evaluation surveys



LEARN BOLD. LEAD BEYOND

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com



- Analyzing performance data after training
- Practical exercise: designing an evaluation plan
- Group discussion on continuous improvement

Day 5: Talent Development & Succession Planning

- Linking L&D to career development pathways
- Building individual development plans
- Supporting succession planning through targeted training
- Aligning development with competency frameworks
- Sustaining a continuous learning culture
- Action-planning for post-course application
- Final review and course wrap-up

Conclusion

By successfully completing Corporate Learning & Development Professional Training Course, participants will have acquired practical tools for training needs analysis, instructional design, delivery, and evaluation. Furthermore, delegates will understand how to apply the ADDIE model, Kirkpatrick's evaluation levels, and competency-based development planning within their organizations. As a result, they will be better equipped to build strong learning strategies. Gentex Training Center designed this course to help organizations strengthen talent through effective, measurable learning programs.

FAQs





Q1 What is the "Corporate Learning & Development Professional" course about?

This course covers training needs analysis, instructional design, delivery, and evaluation methods for corporate learning programs. Participants learn practical frameworks for building, delivering, and measuring the impact of employee development programs across organizations.

Q2 What are the key benefits of the "Corporate Learning & Development Professional" course?

Participants gain stronger instructional design skills, improved training delivery, and reliable evaluation methods. Furthermore, organizations benefit from higher employee engagement, stronger talent pipelines, and measurable returns on their training investments.

Q3 What skills will I gain from the "Corporate Learning & Development Professional" course?

Delegates develop training needs analysis, instructional design, training delivery, and evaluation skills. These four core competencies help L&D professionals build effective learning programs that align with organizational goals and workforce development needs.

Q4 What tools, methods, or standards are covered in the "Corporate Learning & Development Professional" course?

LEARN BOLD. LEAD BEYOND

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com



The course covers the ADDIE instructional design model, Bloom's Taxonomy for learning objectives, Kirkpatrick's Four Levels of evaluation, and learning management systems (LMS), giving participants recognized, practical frameworks for daily application.

Q5 How is the "Corporate Learning & Development Professional" course applied in real-world practice?

Participants apply needs assessments before designing programs, use the ADDIE model to structure content, and evaluate outcomes using Kirkpatrick's levels, directly improving how organizations plan, deliver, and measure employee training initiatives.

