

CREATING LEADERSHIP DEVELOPMENT PROGRAMS CERTIFICATE



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TRAINING CENTER



Introduction

Creating Leadership Development Programs Certificate prepares professionals to design leadership programs that build real capability rather than fill training calendars. Effective programs start from a clear leadership model, target the right talent, and measure behaviour change on the job. This Creating Leadership Development Programs Certificate Training Course walks participants through the full design cycle, from competency modelling and needs analysis to curriculum architecture, delivery, and evaluation. Participants work with proven frameworks such as the 70-20-10 model, the ADDIE instructional design process, and the Kirkpatrick evaluation levels. Furthermore, the course covers mentoring, coaching, action learning, and succession planning. As a result, participants leave able to build a leadership pipeline that supports business strategy.

Creating Leadership Development Programs Certificate Course Objectives

- Build leadership competency models aligned with organizational strategy.
- Conduct training needs analysis using gap analysis and task analysis methods.
- Apply the ADDIE instructional design model to leadership curriculum development.
- Design blended learning journeys using the 70-20-10 development model.
- Select appropriate methods, including action learning, mentoring, coaching, and simulations.
- Develop assessment centres and leadership assessment tools.
- Build evaluation plans using the Kirkpatrick four levels and Phillips ROI model.
- Design succession planning and talent pipeline frameworks.
- Apply the ATD competency framework for talent development professionals.
- Plan program rollout, branding, and stakeholder communication.



Course Methodology

The course applies interactive, practice-based methods:

- Facilitated workshops building real program components.
- Case studies of successful and failed leadership programs.
- Hands-on work with competency models and curriculum maps.
- Design clinics using ADDIE and the 70-20-10 model.
- Practice with evaluation instruments and assessment tools.
- Action planning that converts design work into a rollout commitment.

Who Should Take This Course

- Learning and development managers and specialists.
- HR business partners and talent management professionals.
- Organizational development and change practitioners.
- Training coordinators and instructional designers.
- Senior managers sponsoring leadership programs.
- Consultants who design leadership development solutions.

Creating Leadership Development Programs Certificate Course Outlines

Day 1: Foundations of Leadership Development

- Defining leadership development and its business purpose.
- Reviewing leadership theories that inform program design.
- Distinguishing leadership training from leadership development.

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- Understanding the leadership pipeline at each organizational level.
- Mapping the organization's leadership gaps and priorities.
- Reviewing benchmarking practices in leadership development.
- Assessing your organization's current development maturity.

Day 2: Needs Analysis and Competency Modelling

- Conducting organizational, task, and person-level needs analysis.
- Building leadership competency models with behavioural indicators.
- Using the Lominger and Korn Ferry competency frameworks.
- Applying gap analysis to define program objectives.
- Defining learning outcomes and success measures.
- Validating competencies with stakeholders and leaders.
- Drafting a competency model for a chosen role.

Day 3: Curriculum Design and Learning Architecture

- Applying the ADDIE model to leadership curriculum design.
- Designing blended journeys with the 70-20-10 approach.
- Writing learning objectives with Bloom's taxonomy.
- Structuring modules, cohorts, and learning pathways.
- Using action learning projects and peer cohorts.
- Integrating mentoring, coaching, and stretch assignments.
- Building a curriculum map and learner journey.

Day 4: Assessment, Evaluation, and Impact

- Selecting assessment tools and leadership psychometrics.



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- Designing assessment and development centres.
- Applying the Kirkpatrick four levels of evaluation.
- Calculating program ROI with the Phillips ROI methodology.
- Using learning analytics and pre- and post-measures.
- Building evaluation dashboards for sponsors.
- Creating an evaluation plan for a leadership program.

Day 5: Implementation, Succession, and Sustainability

- Planning rollout, logistics, and facilitator selection.
- Branding the program and communicating with stakeholders.
- Building succession planning and talent review processes.
- Applying the 9-box grid to talent calibration.
- Sustaining development through communities of practice.
- Measuring long-term pipeline readiness.
- Finalizing a leadership development program action plan.

Conclusion

By successfully completing Creating Leadership Development Programs Certificate, participants will have acquired a practical command of leadership program design, covering competency modelling, needs analysis, curriculum architecture, blended delivery, evaluation, and succession planning. They will have gained skills in instructional design, assessment, impact measurement, and talent pipeline building, plus a personal action plan. Gentex Training Center designed this program to help organizations grow leaders deliberately.





FAQs

Q1 What is the "Creating Leadership Development Programs Certificate" course about?

It covers how to design leadership development programs end to end. Participants learn competency modelling, needs analysis, curriculum architecture, blended delivery, assessment, evaluation, and succession planning so programs produce real capability.

Q2 What are the key benefits of the "Creating Leadership Development Programs Certificate" course?

Participants gain programs that match business needs, stronger evidence of learning impact, and a clearer leadership pipeline. Organizations also reduce wasted training spend, improve talent retention, and make more confident succession decisions.

Q3 What skills will I gain from the "Creating Leadership Development Programs Certificate" course?

You will develop four core skills: leadership competency modelling and needs analysis, curriculum and blended learning design, program assessment and impact evaluation, and succession planning and talent pipeline development.



Q4 What tools, methods, or standards are covered in the "Creating Leadership Development Programs Certificate" course?

The course covers the ADDIE instructional design model, the 70-20-10 development model, the Kirkpatrick four levels of evaluation, the Phillips ROI methodology, Bloom's taxonomy, Lominger and Korn Ferry competency frameworks, the ATD competency framework, assessment and development centres, and the 9-box grid.

Q5 How is the "Creating Leadership Development Programs Certificate" course applied in real-world practice?

Participants apply the methods to live design tasks, such as building a competency model, mapping a cohort curriculum, designing an evaluation plan, and drafting a succession review process. Each module ends with an action commitment, so learning transfers directly into program work.