

EXECUTIVE LEARNING: DEVELOPING LEADERS THROUGH STRATEGIC LEARNING



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Introduction

Executive Learning: Developing Leaders through Strategic Learning develops the capability to build leaders deliberately rather than by accident. Most organisations promote strong performers and then hope leadership appears; strategic learning designs that development on purpose. This Executive Learning: Developing Leaders through Strategic Learning Training Course builds the systems and craft behind that work. Participants examine learning strategy, leadership competency models, needs analysis, curriculum architecture, and development methods. Furthermore, the course covers the 70-20-10 model, the ADDIE instructional design process, action learning, and coaching integration. It also addresses evaluation using the Kirkpatrick levels and the Phillips ROI methodology. As a result, participants leave able to design learning that changes behaviour and improves business performance.

Executive Learning: Developing Leaders through Strategic Learning Course Objectives

- Build a strategic learning strategy aligned with business and talent priorities.
- Design leadership competency models with behavioural indicators.
- Conduct learning needs analysis using organizational, task, and person-level methods.
- Apply the ADDIE instructional design model to leadership curriculum development.
- Design blended development journeys using the 70-20-10 model.
- Apply action learning, mentoring, and coaching within development programmes.
- Build assessment and development centres for leadership evaluation.
- Evaluate programmes using the Kirkpatrick four levels and the Phillips ROI model.
- Apply learning analytics and adoption indicators to programme review.
- Build a learning culture with governance, sponsorship, and continuous improvement.



Course Methodology

The course applies interactive, practice-based methods:

- Facilitated workshops building real programme components.
- Case studies of effective and failing leadership development programmes.
- Hands-on competency modelling and curriculum mapping exercises.
- Design clinics using ADDIE and the 70-20-10 model.
- Simulation of programme review and evaluation meetings.
- Action planning that converts each framework into a learning commitment.

Who Should Take This Course

- Chief learning officers and L&D directors.
- Learning and development managers and specialists.
- Talent management and succession professionals.
- HR business partners and organizational development practitioners.
- Instructional designers and curriculum developers.
- Senior managers sponsoring leadership development.

Executive Learning: Developing Leaders through Strategic Learning Course Outlines

Day 1: Foundations of Strategic Learning

- Defining strategic learning and its business purpose.
- Distinguishing training delivery from capability building.
- Reviewing learning theories that inform programme design.

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- Understanding the leadership pipeline at each organisational level.
- Applying learning maturity models to assess capability.
- Mapping strategic learning priorities to business goals.
- Assessing your organisation's current learning maturity.

Day 2: Needs Analysis and Competency Modelling

- Conducting organizational, task, and person-level needs analysis.
- Building leadership competency models with behavioural indicators.
- Using established competency frameworks for benchmarking.
- Applying gap analysis to define programme objectives.
- Defining learning outcomes with Bloom's taxonomy.
- Validating competencies with stakeholders and senior leaders.
- Drafting a competency model for a chosen role.

Day 3: Curriculum Architecture and Development Methods

- Applying the ADDIE model to curriculum development.
- Designing blended journeys with the 70-20-10 approach.
- Structuring modules, cohorts, and learning pathways.
- Applying action learning and peer cohort methods.
- Integrating mentoring, coaching, and stretch assignments.
- Building programme branding and learner experience design.
- Building a curriculum map and learner journey.





Day 4: Assessment, Evaluation, and Impact

- Selecting assessment tools and leadership psychometrics.
- Designing assessment and development centres.
- Applying the Kirkpatrick four levels of evaluation.
- Calculating programme return 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 programme.

Day 5: Governance, Delivery, and Learning Culture

- Planning rollout, logistics, and facilitator selection.
- Building learning governance and sponsor engagement.
- Linking learning to succession, performance, and career frameworks.
- Sustaining development through communities of practice.
- Building a learning culture that rewards application.
- Communicating learning impact to executives credibly.
- Finalizing a personal strategic learning action plan.



Conclusion

By successfully completing Executive Learning: Developing Leaders through Strategic Learning, participants will have acquired practical knowledge of learning strategy, competency modelling, needs analysis, curriculum architecture, blended development, evaluation, and learning governance. They will have gained skills in strategic learning strategy and needs analysis, competency and curriculum design, programme evaluation and impact measurement, and learning governance and culture building, plus a personal action plan. Gentex Training Center designed this program to help organisations grow leaders through deliberate learning.

FAQs

Q1 What is the "Executive Learning: Developing Leaders through Strategic Learning" course about?

It covers how organisations build leadership capability deliberately. Participants study learning strategy, competency modelling, needs analysis, curriculum design, blended development methods, evaluation, and learning governance.

Q2 What are the key benefits of the "Executive Learning: Developing Leaders through Strategic Learning" course?

Participants gain programmes aligned with business priorities, stronger evidence of learning impact, and a clear leadership pipeline. Organisations also reduce wasted learning spend, improve retention of key talent, and make more confident succession decisions.



Q3 What skills will I gain from the "Executive Learning: Developing Leaders through Strategic Learning" course?

You will develop four core skills: strategic learning strategy and needs analysis, competency and curriculum design, programme evaluation and impact measurement, and learning governance and culture building.

Q4 What tools, methods, or standards are covered in the "Executive Learning: Developing Leaders through Strategic Learning" course?

The course covers the ADDIE instructional design model, the 70-20-10 development model, Bloom's taxonomy, action learning and peer cohorts, mentoring and coaching integration, assessment and development centres, the Kirkpatrick four levels of evaluation, the Phillips ROI methodology, learning analytics, learning maturity models, and communities of practice.

Q5 How is the "Executive Learning: Developing Leaders through Strategic Learning" course applied in real-world practice?

Participants apply the methods to live learning tasks, such as building a competency model, mapping a cohort curriculum, designing a blended journey, planning an evaluation framework, and reporting learning impact to executives. Each module ends with an action commitment, so learning transfers directly into learning and development practice.