

LEADERSHIP IN LEARNING & DEVELOPMENT FOR HUMAN RESOURCES



GENTEX[®]
TRAINING CENTER



Introduction

Effective learning and development leadership shapes how organizations build capability and drive performance. This Leadership in Learning & Development for Human Resources Training Course equips participants with strategic skills to lead L&D functions and align learning initiatives with business goals. Furthermore, it introduces proven models for training strategy, talent capability building, and learning culture design. As a result, participants learn to lead L&D teams while demonstrating measurable business impact. In addition, the course covers budgeting for learning programs, stakeholder management, and digital learning transformation. Participants leave equipped to lead learning strategy that drives organizational growth and capability.

Leadership in Learning & Development for Human Resources Course Objectives

- Develop a strategic learning and development (L&D) vision aligned with business goals
- Apply the ADDIE model to guide organizational training strategy
- Build a learning culture that supports continuous capability development
- Manage L&D budgets and resource allocation effectively
- Apply Kirkpatrick's Four Levels to measure training ROI and impact
- Lead digital learning transformation using LMS and e-learning platforms
- Build stakeholder buy-in for learning and development initiatives
- Develop leadership capability pipelines through structured L&D programs
- Apply change management principles to L&D transformation projects
- Evaluate and select external training vendors and partners



Course Methodology

This training course combines lectures, strategic planning workshops, and case study analysis. Furthermore, participants build sample L&D strategies aligned with organizational goals. In addition, group discussions examine stakeholder management and budget planning challenges. Practical exercises apply Kirkpatrick's model to measure training impact. As a result, participants leave with applied leadership skills for managing L&D functions strategically.

Who Should Take This Course

- Learning and development managers and directors
- HR leaders overseeing training functions
- Talent development professionals
- Organizational development specialists
- HR business partners supporting L&D initiatives
- Training managers seeking strategic leadership skills
- Anyone leading capability-building programs

Leadership in Learning & Development for Human Resources Course Outlines

Day 1: Strategic Foundations of L&D Leadership

- Introduction to strategic learning and development leadership
- Aligning L&D strategy with business objectives
- Understanding the role of L&D in organizational growth
- Overview of the ADDIE model for training strategy

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- Assessing organizational learning needs
- Building an L&D strategic roadmap
- Group discussion on L&D leadership challenges

Day 2: Building a Learning Culture

- Defining and shaping a strong learning culture
- Encouraging continuous capability development
- Applying the 70-20-10 model to learning strategy
- Building leadership support for learning initiatives
- Embedding learning into daily work practices
- Case study: successful learning culture transformation
- Workshop: assessing organizational learning culture

Day 3: Managing L&D Budgets and Resources

- Structuring L&D budgets and cost planning
- Allocating resources across training priorities
- Evaluating external training vendors and partners
- Building cost-effective training delivery models
- Justifying L&D investment to leadership
- Case study: budget planning for L&D functions
- Group exercise: building a sample L&D budget

Day 4: Measuring Impact and Digital Transformation

- Applying Kirkpatrick's Four Levels of evaluation
- Measuring training ROI and business impact



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- Leading digital learning transformation initiatives
- Selecting and implementing LMS platforms
- Integrating e-learning into blended training strategies
- Case study: digital L&D transformation
- Workshop: designing an impact measurement plan

Day 5: Stakeholder Management and Change Leadership

- Building stakeholder buy-in for L&D initiatives
- Applying change management principles to L&D projects
- Communicating L&D value across the organization
- Developing leadership capability pipelines
- Sustaining momentum for long-term L&D strategy
- Building an action plan for L&D leadership
- Course review and final discussion

Conclusion

By successfully completing the Leadership in Learning & Development for Human Resources Training Course, participants will have acquired strategic skills in learning strategy design, budget management, and impact measurement. Furthermore, they will understand how to apply proven models such as ADDIE and Kirkpatrick's Four Levels to lead L&D functions effectively. As a result, participants gain the confidence to drive organizational capability growth. Gentex Training Center remains committed to developing strong L&D leadership across HR functions.





FAQs

Q1 What is the "Leadership in Learning & Development for Human Resources" course about?

This course teaches HR leaders how to design and lead strategic learning and development functions. It covers training strategy, budget management, and impact measurement, helping participants align learning initiatives with business goals.

Q2 What are the key benefits of the "Leadership in Learning & Development for Human Resources" course?

Participants gain stronger strategic planning skills, improved budget management abilities, and practical impact measurement techniques. Additionally, they learn to build learning cultures, manage stakeholders, and lead digital learning transformation confidently.

Q3 What skills will I gain from the "Leadership in Learning & Development for Human Resources" course?

Participants gain L&D strategy design, budget management, impact measurement, and stakeholder management skills. These core competencies help HR leaders build capability-driven organizations and demonstrate measurable training impact.



Q4 What tools, methods, or standards are covered in the "Leadership in Learning & Development for Human Resources" course?

The course covers the ADDIE model, the 70-20-10 learning framework, Kirkpatrick's Four Levels of evaluation, and learning management system (LMS) platforms. These proven tools give participants structured L&D leadership approaches.

Q5 How is the "Leadership in Learning & Development for Human Resources" course applied in real-world practice?

Participants apply concepts through strategic planning workshops, budget-building exercises, and impact measurement plan design. As a result, they leave equipped to lead real L&D functions and demonstrate business value.