HR Management · HR298

L&D Leadership: Driving Organisational Growth through Learning

Madrid · 7 - 11 Dec 2026

Date	Venue	Duration
7 - 11 Dec 2026	**Madrid**	**1 Week**
Fee	Ref	Language
£5,000 GBP	**HR298**	**English**

Introduction

In today's fast-evolving business landscape, Learning and Development (L&D) leaders play a crucial role in ensuring that organisations remain agile, competitive, and future-ready. The ability to align learning strategies with business goals, foster a culture of continuous learning, and leverage modern training technologies has never been more essential.

This intensive five-day training programme is designed to equip L&D professionals with the leadership skills, strategic vision, and tools needed to drive impactful learning initiatives. Participants will explore key aspects of L&D leadership, including aligning learning strategies with organisational objectives, implementing innovative learning technologies, leveraging data-driven decision-making, and fostering an engaging and inclusive learning culture.

Through a combination of expert-led discussions, interactive workshops, case studies, and hands-on activities, attendees will gain practical insights and frameworks that can be immediately applied within their organisations. By the end of the course, participants will be equipped to lead L&D functions effectively, enhance workforce capabilities, and contribute to business success through strategic learning interventions.

Course Objectives of L&D Leadership

Upon completing this programme, participants will be able to:

- Develop a strategic vision for L&D leadership aligned with business objectives.
- Design and implement high-impact learning and development programmes.
- Foster a culture of continuous learning and employee development.
- Leverage digital learning technologies and learning management systems (LMS).
- Use data analytics to measure and improve training effectiveness.
- Drive leadership development initiatives to build a strong talent pipeline.
- Enhance employee engagement and retention through learning opportunities.
- Build a resilient and adaptable workforce ready for future challenges.

Course Methodology of L&D Leadership

- Lectures and Expert Insights: Leading industry experts will share their insights and best practices.
- Case Studies: Analyse real-world talent acquisition challenges and solutions.
- Group Discussions: Engage in meaningful discussions and share experiences with peers.
- Role-Playing and Simulations: Practice recruitment scenarios to enhance skills.
- Hands-on Workshops: Gain practical experience in using recruitment tools and techniques.

Organisational Impact of L&D Leadership

This training programme will have a positive impact on organisations by:

- Stronger alignment between learning strategies and business goals.
- Increased employee engagement and retention through meaningful development opportunities.
- Enhanced workforce skills, leading to higher productivity and innovation.
- Greater agility in responding to market changes and industry trends.
- A leadership pipeline equipped to navigate future challenges.
- Optimised learning investments through data-driven decision-making.
- Improved compliance, knowledge retention, and overall business performance.

Personal Impact of L&D Leadership

Participants will experience personal growth and development, including:

- A strategic mindset for driving organisational learning and talent development.
- Advanced leadership skills to influence and lead L&D initiatives.
- Enhanced ability to measure and communicate the ROI of training programmes.
- Practical knowledge of the latest trends and innovations in L&D.
- Increased confidence in managing change and fostering a learning culture.
- Networking opportunities with fellow L&D professionals and industry experts.

Who Should Attend

This training programme is ideal for:

- L&D Managers and Directors
- HR Professionals responsible for training and development
- Organisational Development Leaders
- Talent Management Specialists
- Corporate Trainers and Learning Consultants
- Business Leaders involved in workforce development
- Training Coordinators and Learning Strategists

Course Outlines

Day 1

Strategic Learning & Development Leadership

- The evolving role of L&D leaders in modern organisations
- Aligning learning and development with business strategy
- Leadership skills for effective L&D management

- Creating a learning culture: Best practices and case studies
- Developing an L&D vision and strategy for your organisation

Day 2

Designing and Implementing High-Impact Learning Programmes

- Needs assessment and competency gap analysis
- Instructional design principles for corporate learning
- Creating learner-centred experiences: Blended and digital learning
- Engaging employees through gamification and microlearning
- Designing a training programme using instructional frameworks

Day 3

Leveraging Technology & Innovation in Learning

- The role of AI, VR, and immersive technologies in training
- Learning Management Systems (LMS) and content delivery platforms
- Personalisation in corporate training through adaptive learning
- Managing virtual, hybrid, and remote training programmes
- Successful digital learning transformations

Day 4

Measuring Learning Impact & ROI

- Key L&D metrics: From engagement to performance impact
- Kirkpatrick’s Model and ROI measurement frameworks
- Data-driven decision-making in L&D
- Employee feedback and continuous improvement strategies
- Developing a measurement and evaluation plan

Day 5

The Future of L&D Leadership & Talent Development

- Leadership development programmes and succession planning
- Driving employee motivation and career development through learning
- Change management in L&D: Adapting to evolving business needs
- Strategic planning for the future of workplace learning
- Action Planning: Developing a roadmap for implementing L&D leadership strategies

Register or ask about this course online

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