



Training Management & Organizational Learning

Who Should Attend?

- Managers, Supervisors and Leaders in all sectors
- Anyone involved in learning & development, training or talent management
- Human Resource (HR) personnel at all levels
- Occupational health & safety personnel
- Anyone concerned with organisational learning
- Those who need to know more about Organisational Development (OD)

Program Objectives:

By the end of this training course participants will be able to:

- Demonstrate an understanding of Organisational Learning theory
- Explain the concept of effective Training Management
- Utilise the skills of OD for Organisational Learning & Training Management
- Apply appropriate skills for developing a learning organisation
- Develop training suitable for a particular audience or work-group

Program Outline:

Organisational Learning Explored

- The concept of learning
- How does learning differ in different industries
- Behavioural and other psychological theories
- Implications of organisational learning practices
- The idea of organisational learning
- Redefining organisational learning





Training Management Explored

- Managing the training function strategically
- Training in different sectors
- The importance of cost-benefit & ROI
- The concept of talent management
- Differentiating succession management & talent management
- Nationalisation issues in training

Leading Organisation Change

- An experience of change
- Change at the team level
- Change at the organisational level
- Key drivers of change
- Change management
- Case Studies of best practice in change management

Organisational Development (OD) Explored

- History of OD
- Organisational development today
- What can we learn from Maslow and Hertzberg?
- Case studies: Putting OD into practice
- Diagnostic tools for OD
- Organisational Structures

Becoming a Learning Organisation

- Understanding the learning organisation
- Characteristics of a learning organisation
- Are you ready to change?
- Benefits and barriers
- The Fifth Discipline
- Personal action planning