



Strategic Learning and Development (L&D) Workshop

January 5 – 9, 2026, 1st Run: Lagos & Abuja

July 6 – 10, 2026, 2nd Run: Lagos & Port Harcourt

For Tutor -Led Class: 9am – 4:30pm

Workshop fee: Lagos: N350, 000,

Abuja / Port Harcourt: N400, 000 per Participant

Delivery Mode: In-person / Live Virtual / Hybrid

Online course fee: N300, 000 per Participant

Available for In-plant Training

**700 U\$D for foreign
Participants**

Program Overview:

This comprehensive training program equips HR professionals, L&D specialists, and organizational leaders with the skills and knowledge to design, implement, and evaluate effective learning and development (L&D) strategies aligned with business goals. Participants will explore the strategic role of L&D in talent management, performance improvement, and organizational growth.

Through a blend of case studies, real-world examples, and practical exercises, the course provides actionable insights into needs analysis, competency frameworks, learning technologies, and measuring training ROI. Whether you're establishing a new L&D function or refining existing programs, this training will empower you to drive sustainable development and learning culture within your organization.

For Whom:

This program is designed for HR professionals, L&D managers and specialists, Training and development consultants. Business leaders, line managers and department heads involved in people development will equally benefit from this program.

Learning Objectives:

At the end of the program, participants will be able to:

- understand the strategic importance of L&D in achieving business objectives;
- conduct effective training needs analysis (TNA);
- design competency-based learning strategies;
- align learning interventions with talent and performance goals;
- leverage digital tools and blended learning methods;
- evaluate the impact of learning initiatives using key metrics and ROI models; and
- build a sustainable learning culture across all levels of the organization.

Course Outline:

Day 1: Foundations of Strategic L&D

Introduction to Strategic L&D

- The evolution of L&D in organizations
- Difference between operational and strategic L&D

Aligning L&D with Business Strategy

- Organizational vision, mission, values, and goals
- Role of L&D in achieving strategic objectives

Stakeholder Management

- Identifying and engaging key stakeholders

Human Capital Associates Global Consult Ltd is Accredited by Nigeria Council for Management Development (NCMD)

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- Building executive buy-in for L&D initiatives
- **Case Study:** Evaluating Strategic Alignment in a Real-World Organization

Day 2: Learning Needs Analysis & Planning

Learning Needs Assessment (LNA)

- Tools and techniques: surveys, focus groups, performance data

Workforce Capability Mapping

- Identifying current vs future skill needs
- Role of competency frameworks

Developing the L&D Strategy

- Setting strategic L&D goals and KPIs
- Budgeting and resource planning

Class Exercise: Conducting a Needs Analysis and Drafting an L&D Strategic Plan

Day 3: Designing High-Impact Learning Programs

Adult Learning Theories and Instructional Design

- Andragogy principles, 70-20-10 model
- Instructional design models (ADDIE, SAM)

Digital Learning and Blended Approaches

- eLearning platforms, virtual classrooms, mobile learning
- Designing for engagement and accessibility

Learning Technology and Tools

- Learning Management Systems (LMS), LXPs, AI in L&D

Class Exercise: Design a Blended Learning Program

Day 4: Implementation & Change Management

Launching L&D Initiatives

- Communication strategies
- Pilot programs and phased rollouts

Change Management for L&D

- Kotter's 8-Step Change Model
- Overcoming resistance and building learning culture

Role of Managers and Leaders in L&D

- Coaching, mentoring, and on-the-job learning support
- **Class Exercise:** Managing Stakeholders During an L&D Rollout

Day 5: Measurement, ROI & Continuous Improvement

Evaluating Learning Effectiveness

- Kirkpatrick's 4 Levels of Evaluation
- Phillips ROI Model

Learning Analytics and Dashboards

- Metrics that matter (engagement, completion, behavior change, business outcomes)
- Using data for continuous improvement

Building a Culture of Continuous Learning

- Strategies for sustainable learning ecosystems
- Social learning and knowledge sharing
- **Group Activity:** Strategic L&D Plan + Evaluation Strategy

Training Methodology: Includes lectures, interactive workshops, group activities, and hands-on data exercises.

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