



## 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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