



Certificate in Learning Management

This comprehensive programme is specially designed to increase your ability to handle multi-faceted organisational development.

Objectives:

- To expand your understanding of the planning of development strategies, selection and formulation of learning methods and implementation for training
- To gain insight for analysing any gaps in performance and for providing expert support and evaluations

Course Information

-  (3 Days, 21 Hours)
-  Cantonese (with English materials)
-  HKIHRM, Units 1810-15 18/F Millennium City 2, 378 Kwun Tong Road Kwun Tong, Kowloon, Hong Kong
(3-minute walk from Ngau Tau Kok MTR station exit A)
-  For enrolment and general enquiries:
please contact us on 2837 3812 / 3834 or via email: Certificate@hkihrm.org

Module 1: Learning & Development in the Organisation

- Organisational context of Learning & Development (L&D)
- L&D responsibilities and roles
- L&D as the framework talent management
- Development of the profession
- Trends and updates on learning organisation

Module 2: Integrating Learning and Development with Business Needs

- Integrating L&D policy/strategy and talent management goals with business plan and objectives
- Organising and managing the L&D function & corporate university
- Leveraging training technologies and partnering with business technologies
- Managing L&D resources, designing relevant training programmes in line with corporate strategies

Module 3: Organisation Development

- Organisation development (OD) in the New Normal
- OD perspectives, models and theories
- OD mind and process
- OD interventions and applications
- OD roles, competencies and evaluation
- Participants' real case analysis and discussion

Module 4: Building a Learning Organisation

- Emergence of Learning Organisations (LO)
- Disciplines of LO
- Steps for becoming LO
- Case studies: how to build LO culture in an organisation

Module 5: Measuring the Effectiveness of Training Interventions and Talent Management

- Importance and overview of training evaluation
- Types of evaluation: formative, summative and mega evaluation
- Design evaluation research: why, what and how to measure the results
- Leveraging technology and online platforms to conduct instant assessment, evaluation and learning reinforcement
- Interpretation and use of evaluation data
- Integrating the evaluation and follow-up actions with business KPIs
- Sustaining training effectiveness and business impact

Module 6: Developing and Maintaining Talents

- Understanding the concepts and challenges of talent development in L&D
- Managing the cycle of talent development
- Grasping the common methods in talent development
- Building a sustainable talent pipeline