5-DAY INTENSIVE TRAINING WORKSHOP

Certified Learning & Development Specialist

Design and deliver training that drives employee growth and success.



GLOBAL TRAINING INSTITUTE

Course Description

The **Certified Learning & Development Specialist** (CLDS) program is a practical and focused course that equips professionals with the tools and strategies to build and manage impactful learning programs. The course covers instructional design, performance consulting, learning technologies, and measuring L&D outcomes. Participants will learn how to link learning to business goals, close skill gaps, and create a culture of continuous learning using modern tools like AI-powered platforms, virtual learning, and data-driven insights.

Who Should Certify

This program is ideal for:

- HR professionals and training managers
- L&D specialists and instructional designers
- Talent development and OD consultants
- Leaders responsible for training, upskilling, or building learning strategies
- Anyone working to align employee development with business performance

Course Objectives

Upon completion of this certification, participants will be able to:

- Design learning programs that align with business goals and KPIs
- Apply proven instructional design models for impactful training
- Use performance consulting to identify learning and non-learning solutions
- Leverage modern learning technologies like AI
- Measure the effectiveness and ROI of learning programs
- Support talent growth, leadership development, and succession planning
- Promote a continuous learning culture in the organization

Course Content

Module 1: Strategic Learning and Performance Consulting

- Aligning learning with business strategy
- Identifying performance gaps and root causes
- Recommending training and non-training solutions
- Building business cases and managing stakeholders

Module 2: Instructional Design and Adult Learning

- Using models like ADDIE and SAM for program design
- Designing for adult learners using cognitive principles
- Creating engaging content with simulations and gamification
- Personalizing learning through adaptive pathways and microlearning

Module 3: Learning Technologies and Tools

- Using AI tools for content delivery and learning analytics
- Selecting and optimizing LMS and LXP platforms
- Building an integrated learning tech ecosystem with data security

Module 4: Measuring Learning Impact and ROI

- Evaluating training using Kirkpatrick and Brinkerhoff models
- Using data to show the value of learning programs
- Conducting ROI analysis for leadership and executive reporting
- Creating dashboards and reports to communicate learning impact

Module 5: Talent Development and Learning Culture

- Identifying and developing future skills and capabilities
- Creating leadership development and succession programs
- Supporting change and growth through learning initiatives
- Encouraging knowledge sharing and continuous improvement



Certificate Accreditations

The Certificate **Certified Learning & Development Specialist** course equips participants with key skills and knowledge for career success. It enhances credibility and provides insights into industry standards. Through theory and practical application, it prepares individuals for real-world challenges, offering expert instruction and networking opportunities.

This course will be accredited by one of the following organizations. Please contact us for more information.

Cambridge Training College Britain

INSTITUTE OF SUPPLY CHAIN MANAGEMENT MENA

IBIU UNIVERSITY



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