



Learning and Development Bootcamp – Building Institutional Capability

Overview

In an era of rapid change, organizations need robust learning and development (L&D) strategies to build institutional capability, foster innovation, and maintain a competitive edge. This intensive bootcamp equips participants with the skills and tools needed to create impactful L&D programs that drive individual and organizational growth.

Target Audience

- HR professionals
- Learning and Development specialists
- Talent management teams
- Organizational development consultants
- Business leaders focused on workforce capability

Objectives

By the end of this bootcamp, participants will:

1. Understand the strategic importance of learning and development in building institutional capability.
2. Design and implement effective L&D programs tailored to organizational needs.
3. Leverage technology and tools to enhance learning outcomes.
4. Align L&D initiatives with business goals and workforce development plans.
5. Evaluate and sustain learning programs to ensure continuous improvement.

Course Content

Module 1: The Strategic Role of Learning and Development

- Understanding L&D's impact on institutional capability
- Linking L&D to business strategy and goals
- Key trends shaping the future of L&D

Module 2: Conducting Training Needs Analysis

- Identifying skill gaps and workforce development needs
- Using competency frameworks to guide L&D planning
- Prioritizing learning initiatives for maximum impact

Module 3: Designing Effective L&D Programs

- Developing learning objectives aligned with organizational goals
- Choosing the right delivery methods (in-person, virtual, hybrid)
- Customizing training for diverse audiences

Module 4: Leveraging Technology in Learning and Development

- Exploring Learning Management Systems (LMS) and e-learning platforms
- Using data and analytics to track learning effectiveness
- Integrating emerging technologies (AR, VR, AI) into L&D programs

Module 5: Facilitating Learning and Driving Engagement

- Strategies for effective facilitation and learner engagement
- Building a culture of continuous learning within organizations
- Encouraging knowledge sharing and collaboration

Module 6: Evaluating and Sustaining L&D Initiatives

- Measuring ROI of L&D programs
- Feedback mechanisms for continuous improvement
- Embedding learning into organizational practices

Training Methods

- Interactive lectures and presentations
- Hands-on workshops for designing L&D strategies

- Case studies from successful organizations
- Group discussions and role-playing
- Action planning to apply learning in participants' organizations

Duration

- **Option A:** 3-day intensive bootcamp
- **Option B:** 6 half-day sessions spread over two weeks

Training Materials

Participants will receive:

- A comprehensive L&D planning guide
- Templates for training needs analysis and program design
- Access to case studies and real-world examples
- Certificate of completion

Expected Outcomes

Participants will leave the bootcamp with the ability to:

- Design and implement effective L&D programs that build institutional capability.
- Align L&D strategies with organizational goals and workforce needs.
- Leverage technology to enhance learning outcomes.
- Evaluate the impact of learning initiatives to drive continuous improvement.
- Build a culture of learning and development within their organizations.

Facilitators

Our facilitators are experienced L&D professionals and organizational development experts with a proven track record of building impactful training programs. They bring practical insights and actionable strategies to this bootcamp.

Fees and Registration

- **Fee:** N485,925 for self-paced online | N675,000 for 2-day virtual live sessions
- **Mode:** In-person/Virtual (select based on preference)

Invest in your organization's future by building strong institutional capability through learning and development. **Enroll in the L&D Bootcamp today and lead the way in workforce transformation!**

For group registrations, corporate training options, or more information, please contact our admissions team at info@hrondeckservices.com or call +2349044642114
