



*Training Course:
Advanced Leadership in Human Capability
Development*

*7 - 11 July 2025
Kigali (Rwanda)*

Training Course: Advanced Leadership in Human Capability Development

Training Course code: LS235584 From: 7 - 11 July 2025 Venue: Kigali (Rwanda) - Training Course Fees: 5950 € Euro

Introduction

This 5-day training program is designed for senior leaders and directors responsible for driving human capability development within their organizations. The program focuses on developing advanced leadership strategies to enhance talent, foster continuous learning, and create a culture that supports personal and professional growth. Participants will gain the tools needed to optimize human potential and align capability development with organizational objectives.

Target Audience

- Senior leaders and directors
- Human resources and talent development executives
- Organizational development leaders
- Learning and development L&D managers
- Team leaders responsible for employee growth and capability building

Objectives

- Master advanced leadership techniques for human capability development.
- Learn strategies to build a culture of continuous learning and development.
- Enhance employee engagement and retention through capability development initiatives.
- Align human capability growth with organizational goals and strategic objectives.
- Develop tools to assess, nurture, and maximize talent within teams.
- Gain expertise in fostering leadership and innovation at all organizational levels.

Outline

Day 1:

Strategic Leadership in Human Capability Development

- Defining human capability development in the context of leadership.

- Aligning capability-building initiatives with organizational strategy and vision.
- The role of leaders in fostering a culture of learning and talent growth.
- Identifying organizational capability gaps and future talent needs.
- Case studies: Successful human capability development strategies across industries.

Day 2:

Building a Culture of Continuous Learning and Innovation

- Developing and promoting a learning mindset within the organization.
- Encouraging innovation and creativity through talent development.
- Tools and frameworks for designing continuous learning programs.
- Fostering cross-functional collaboration to enhance knowledge sharing.
- Workshop: Creating a culture of learning and innovation within your organization.

Day 3:

Maximizing Talent and Potential in Teams

- Assessing employee capabilities and identifying areas for development.
- Leadership techniques for mentoring, coaching, and talent management.
- Creating personalized development plans to nurture high-potential employees.
- Leveraging diversity and inclusion to maximize human potential.
- Group activity: Developing talent assessment and growth plans for team members.

Day 4:

Leadership and Engagement Strategies for Capability Development

- Enhancing employee engagement and motivation through development programs.
- Creating leadership development pipelines to foster future leaders.
- Retaining top talent by offering growth opportunities and clear career paths.
- Measuring the impact of capability development on performance and engagement.
- Workshop: Designing leadership and engagement programs to drive capability growth.

Day 5:

Sustaining Capability Development for Long-Term Success

- Embedding human capability development into organizational culture and processes.
- Monitoring and measuring the outcomes of capability-building initiatives.
- Using KPIs and metrics to track development progress and organizational impact.
- Adapting to future challenges: Leadership in a dynamic and evolving workforce.
- Final exercise: Developing a long-term human capability development strategy for your organization.

Registration form on the Training Course: Advanced Leadership in Human Capability Development

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