



*Training Course:  
Organizational Learning and Development  
(L&D)*

*10 - 14 November 2025  
Kigali (Rwanda)*

## Training Course: Organizational Learning and Development (L&D)

Training Course code: HR235055 From: 10 - 14 November 2025 Venue: Kigali (Rwanda) - Training Course Fees: 5950 € Euro

### Introduction:

Organizational Learning and Development is an essential aspect of building a successful and sustainable organization. It is the process of creating a culture of continuous learning, growth, and development within the workplace. By investing in learning and development initiatives, organizations can enhance their employees' skills, knowledge, and competencies, resulting in better performance and productivity. This training program is designed to help managers, executives, HR professionals, learning and development specialists, and trainers understand the importance of Organizational Learning and Development and learn how to design, implement, and evaluate effective learning programs in their organizations.

### Objectives:

- Understand the role of Organizational Learning and Development in building a learning organization
- Identify key competencies and skills required for successful organizational learning and development
- Develop strategies for creating a culture of continuous learning and development in the organization
- Learn how to design, implement, and evaluate learning and development programs
- Identify ways to measure the effectiveness of organizational learning and development efforts

### Target Audience:

- Managers and executives responsible for driving learning and development initiatives in the organization
- Human resources professionals
- Learning and development specialists
- Trainers and facilitators

### Outlines:

#### Day 1:

#### Understanding Organizational Learning and Development

- Definition and purpose of Organizational Learning and Development
- The importance of creating a learning organization

- Key competencies and skills required for successful organizational learning and development
- Best practices for building a culture of continuous learning and development in the organization

#### Day 2:

##### Needs Assessment and Program Design

- Conducting a needs assessment to identify learning and development needs
- Developing learning objectives and designing effective learning programs
- Selecting appropriate learning methods and tools
- Creating a learning and development plan

#### Day 3:

##### Implementing Learning and Development Programs

- Delivering learning programs effectively
- Facilitating learning activities and creating engaging learning experiences
- Providing feedback and coaching to support learning
- Managing logistics and resources for successful program implementation

#### Day 4:

##### Evaluating Learning and Development Programs

- Understanding the importance of evaluating learning and development programs
- Identifying different types of evaluation and their purposes
- Conducting effective evaluation and measuring program effectiveness
- Using evaluation results to improve future programs

#### Day 5:

##### Sustaining a Learning Culture

- Building a sustainable learning culture in the organization
- Engaging and motivating employees to participate in learning and development initiatives



- Promoting continuous improvement and innovation through learning
- Creating a learning and development strategy for the organization

## Registration form on the Training Course: Organizational Learning and Development (L&D)

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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

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Full Name (Mr / Ms / Dr / Eng): .....  
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### Company Information

Company Name: .....  
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### Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng): .....  
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### Payment Method

- Please find enclosed a cheque made payable to Global Horizon
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### Easy Ways To Register

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