Datastat Research
Building Capacity in Training and Research

DATASTAT TRAINING IN

OFFICIAL COURSE PROSPECTUS

Center for Advanced Research & Professional Development

Nairobi Training Center • Global Virtual Academy • Corporate On-Site

DEVELOPMENT

Training Course on Strategic Learning and Development for Organizational Growth

Comprehensive Course Syllabus, Practical Modules & Upcoming Schedules

PROGRAM SPECIFICATIONS & HIGHLIGHTS

DURATION
5 Days Practical Hands-on

DELIVERY MODES
In-Person Class & Live Virtual

CERTIFICATION
Accredited Certificate of Completion

INTAKES / DATES
Multiple Cohort Schedules Included

PREPARED FOR:

Valued Participant

Email: training@datastatresearch.org | Issued: November 21, 2026

Academic & Professional Training Year: 2026

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Training Course on Strategic Learning and Development for Organizational Growth

Development • 5 Days Intensive • Accredited Certification

Course Overview

Training Course on Strategic Learning and Development for Organizational Growth is designed to equip professionals and organizations with cutting-edge tools and actionable insights to craft and implement impactful L&D strategies that drive long-term success.

Key Skills & Software Tools Covered

Learning & Development • Strategic Planning • Leadership • Performance Management • HR Analytics

Upcoming Training Schedules

Confirmed cohort intakes and venues. Both physical in-person classroom and live virtual online seats are available.

TRAINING DATES	LOCATION / VENUE	FORMAT / DURATION	INVESTMENT (FEE)
5 Jan 2026 – 9 Jan 2026	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
5 Jan 2026 – 9 Jan 2026	Kigali	Classroom / 5d	**$3,000 USD / KES 90,000**
5 Jan 2026 – 9 Jan 2026	Dubai	Classroom / 5d	**$5,000 USD / KES 90,000**
5 Jan 2026 – 9 Jan 2026	Cape Town	Classroom / 5d	**$4,500 USD / KES 90,000**
5 Jan 2026 – 9 Jan 2026	Addis Ababa	Classroom / 5d	**$3,000 USD / KES 90,000**
5 Jan 2026 – 9 Jan 2026	Singapore	Classroom / 5d	**$5,000 USD / KES 90,000**
5 Jan 2026 – 9 Jan 2026	Istanbul	Classroom / 5d	**$5,000 USD / KES 90,000**
5 Jan 2026 – 9 Jan 2026	Bangkok	Classroom / 5d	**$5,000 USD / KES 90,000**
5 Jan 2026 – 9 Jan 2026	Accra	Classroom / 5d	**$4,000 USD / KES 90,000**
12 Jan 2026 – 16 Jan 2026	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
12 Jan 2026 – 16 Jan 2026	Kigali	Classroom / 5d	**$3,000 USD / KES 90,000**
12 Jan 2026 – 16 Jan 2026	Dubai	Classroom / 5d	**$5,000 USD / KES 90,000**

* Corporate discounts and customized cohort scheduling are available for teams of 3 or more participants.

Course Curriculum & Modules

Training Course on Strategic Learning and Development for Organizational Growth

Introduction

In today’s fast-evolving business environment, strategic learning and development (L&D) has become a cornerstone of sustainable organizational growth, workforce innovation, and competitive advantage. As companies strive to remain agile, the integration of future-focused L&D strategies plays a crucial role in empowering employees, upskilling leadership, and aligning human capital with corporate vision. Training Course on Strategic Learning and Development for Organizational Growth is designed to equip professionals and organizations with cutting-edge tools and actionable insights to craft and implement impactful L&D strategies that drive long-term success.

Whether you're an HR professional, a business leader, or a training manager, this course offers a comprehensive framework to harness the full potential of learning systems and performance development models. Participants will explore key concepts such as learning agility, competency mapping, reskilling and upskilling, and measurable training ROI, ensuring alignment between employee growth and business performance. By the end of this course, you will be empowered to design strategic L&D initiatives that are scalable, relevant, and future-ready.

Course Objectives

- Understand the role of strategic L&D in driving business performance.
- Explore learning ecosystem frameworks for organizational effectiveness.
- Develop and apply competency-based development plans.
- Integrate AI in employee learning platforms.
- Build a reskilling and upskilling strategy aligned with business goals.
- Measure learning ROI and business impact effectively.
- Design personalized learning journeys using data analytics.
- Leverage digital transformation in learning and development.
- Facilitate a culture of continuous learning and innovation.
- Apply talent development strategies for high-potential employees.
- Enhance employee engagement through dynamic L&D programs.
- Implement leadership development pipelines across departments.
- Ensure diversity, equity, and inclusion (DEI) through targeted learning strategies.

Target Audience

- HR professionals
- Learning and development managers
- Talent acquisition specialists
- Organizational development consultants
- Business leaders and executives
- Corporate trainers
- Training and performance analysts
- Change management professionals

Course Duration

· 5 days

Course Modules

Module 1: Foundations of Strategic Learning & Development

- Define L&D within an organizational context
- Understand the business case for strategic L&D
- Explore global trends and benchmarks
- Align L&D with business goals
- Identify learning gaps and opportunities

Module 2: Learning Needs Analysis & Competency Mapping

- Conduct effective learning needs assessments
- Map competencies to business outcomes
- Create development blueprints
- Use behavioral and technical competency models
- Align learning interventions with job roles

Module 3: Designing High-Impact Learning Programs

- Apply adult learning theories
- Create learner-centric training content
- Leverage blended learning models
- Develop scalable training modules
- Integrate feedback mechanisms

Module 4: Digital Transformation in L&D

- Implement digital learning ecosystems
- Use LMS and LXP platforms effectively
- Incorporate AI and machine learning
- Explore mobile and microlearning

- Utilize gamification and VR in training

Module 5: Leadership and Talent Development

- Identify high-potential employees
- Build leadership pipelines
- Develop coaching and mentoring programs
- Design executive education plans
- Promote succession planning strategies

Module 6: Upskilling, Reskilling & Agile Learning

- Differentiate upskilling vs. reskilling
- Build rapid-learning cultures
- Promote job mobility and career progression
- Leverage on-demand learning content
- Use agile frameworks in training

Module 7: Measuring L&D Impact and ROI

- Define key performance indicators (KPIs)
- Evaluate learning effectiveness with Kirkpatrick Model
- Link training metrics to business performance
- Use learning analytics dashboards
- Report ROI to stakeholders

Module 8: Fostering a Culture of Continuous Learning

- Create learning communities
- Embed learning into the employee lifecycle
- Use recognition and rewards for learning
- Promote innovation through knowledge sharing
- Sustain a growth mindset across teams

Training Methodology

- Live Interactive Workshops: Facilitated sessions focused on developing core concepts through discussion and activities.
- Expert-Led Webinars: Insights and guidance from industry professionals on real-world applications and best practices.
- Real-World Case Studies: Analysis of actual scenarios to explore strategies, decision-making, and outcomes.
- Hands-On Simulations: Practical exercises that replicate real-life challenges to build confidence and competence.
- Peer Learning: Opportunities for knowledge exchange, feedback, and collaboration among participants.
- Role-Playing Activities: Simulated environments where learners practice skills in realistic interpersonal and professional contexts.
- Personal Action Planning: Development of individualized strategies for applying course concepts in the workplace.
- Assessments: Quizzes and performance tasks to measure understanding and track progress.
- Reflective Exercises: Structured reflections to reinforce learning and encourage critical thinking about personal growth and professional practice.
- Optional: Post-Training Resources: Continued access to learning materials, discussion forums, and support tools for long-term application.

Register as a group from 3 participants for a Discount

Send us an email: info@datastatresearch.org or call +254724527104

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to DATASTAT CONSULTANCY LTD account, as indicated in the invoice so as to enable us prepare better for you.

Certification & Learning Methodology

- Hands-on practical delivery with real-world datasets, case studies, and lab exercises.
- Post-training mentorship, access to class resources, and customized follow-up support.
- Participants who successfully complete the course receive an accredited Datastat Certificate of Completion.

How to Enroll & Reserve Your Seat

1. Online Registration: Visit https://datastatresearch.org/courses/training-course-on-strategic-learning-and-development-for-organizational-growth to register online
2. Email Booking: Send participant details to training@datastatresearch.org for official invoice & reservation.
3. Support & Assistance: Inquire via phone +254 724 527 104 | +254 734 969 612.