



HUMAN RESOURCES TRAINING

Learning and Development Leadership for HR Professionals

3 day course

Classroom, online or in-house

Course overview

The learning function is usually judged on activity delivered rather than capability built, and the practitioner who wants to change that has to argue for it with an executive who has already decided training is a cost. This course equips that argument. Delegates work through positioning learning against business capability, and building the case with evidence rather than attendance numbers. Stakeholder management across executives, line managers and delegates is covered, since each wants something different. Managing a curriculum and a budget under pressure follows, including deciding what not to run. Supplier and facilitator selection, contracting and quality control are addressed. Digital and blended delivery are covered on their merits rather than as savings. Measuring impact credibly follows. The course closes on leading a learning team and on the practitioner's own credibility with the business.

What you will learn

- Position learning against business capability rather than activity
- Build a case with evidence instead of attendance numbers
- Manage executives, line managers and delegates as distinct stakeholders
- Run a curriculum and budget under pressure, including what to cut
- Select, contract and quality control suppliers and facilitators
- Judge digital and blended delivery on merit
- Measure impact credibly and lead a learning team

Who should attend

- Learning and development managers
- HR directors and heads of talent
- Training coordinators moving into leadership roles
- Organisational development specialists
- Heads of academies or corporate universities

Course outline

- 01 Judged on activity, not capability
- 02 Positioning learning against capability
- 03 Evidence that persuades an executive
- 04 Executives, managers and delegates
- 05 Curriculum and budget under pressure
- 06 Suppliers, facilitators and quality
- 07 Digital and blended delivery on merit
- 08 Impact measurement, team leadership and credibility

Upcoming dates

Dates	Venue	Format	Fee per delegate
7 to 9 October 2026	Online	Online	R6,500
26 to 28 October 2026	Gaborone, Botswana	Classroom	R14,950
14 to 16 December 2026	Lagos, Nigeria	Classroom	USD 995



Fees and how to register

This 3 day course is **R6,500** per delegate online, **R14,950** in the classroom in South Africa, Botswana, Namibia, Lesotho and Eswatini, and **USD 995** in the classroom elsewhere in Africa. In-house training is quotation on request. Book 2 or more delegates on this course and save 10%.

To register or request an in-house proposal, visit www.afrisciencegroup.com, email info@afriscience.co.za, or WhatsApp us on **+27 63 479 1136**.

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