



LEADERSHIP AND MANAGEMENT DEVELOPMENT

Learning and Development Strategy Design

3 day course

Classroom, online or in-house

Course overview

Training is commonly delivered against a calendar assembled from requests, and evaluated by whether people enjoyed it, which tells an organisation nothing about whether anybody works differently. This course replaces that. Delegates work through needs analysis that starts from a performance gap rather than a training request, and distinguishing gaps training can close from those it cannot, since most performance problems are not knowledge problems. Learning strategy and the mix across formal, social and on the job follows. Design principles that produce transfer are covered, including practice, spacing and manager involvement before and after. Delivery channel selection is addressed. Evaluation is treated properly, moving beyond reaction to behaviour and result. Budget and prioritisation follow. The course closes on capability building over time and on proving value to an executive.

What you will learn

- Start needs analysis from a performance gap rather than a request
- Separate gaps training can close from those it cannot
- Design a mix across formal, social and on the job learning
- Apply practice, spacing and manager involvement to produce transfer
- Select delivery channels appropriate to the learning
- Evaluate beyond reaction, to behaviour and result
- Prioritise a budget and prove value to an executive

Who should attend

- Learning and development managers
- Training officers and facilitators
- HR business partners with L and D responsibility
- Organisational capability and skills development managers
- Line managers responsible for team capability

Course outline

- 01 A calendar built from requests
- 02 Needs analysis from a performance gap
- 03 Problems training cannot solve
- 04 Formal, social and on the job mix
- 05 Design for transfer
- 06 Manager involvement before and after
- 07 Channel selection
- 08 Evaluation, budget and proving value

Upcoming dates

Dates	Venue	Format	Fee per delegate
14 to 16 October 2026	Nairobi, Kenya	Classroom	USD 995
19 to 21 October 2026	Online	Online	R6,500
28 to 30 December 2026	Mbabane, Eswatini	Classroom	R14,950
27 to 29 January 2027	Dar es Salaam, Tanzania	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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