



HUMAN RESOURCES TRAINING

Strategic Learning and Development

5 day course

Classroom, online or in-house

Course overview

Most training budgets are spent on requests rather than on need, and most evaluation stops at whether delegates enjoyed the day. This course covers running learning as a capability function. Delegates work through identifying the capability gaps that actually constrain performance, building a curriculum against them, and choosing between formal training, structured on the job development and coaching for a given gap. Budget allocation, prioritisation and the case for investment are covered in financial terms. Evaluation runs past satisfaction to behaviour and results, and the course closes on the practical problem of transfer, since most learning is lost in the return to an unchanged workplace.

What you will learn

- Identify the capability gaps that constrain performance
- Build a curriculum against gaps rather than against requests
- Choose between formal training, on the job development and coaching
- Allocate a budget and prioritise across competing demands
- Evaluate past satisfaction to behaviour and results
- Design for transfer so learning survives the return to work
- Present the case for a learning investment in financial terms

Who should attend

- Learning and development managers and specialists
- Human resources business partners
- Talent and capability leads
- Operations managers responsible for team capability
- Training coordinators moving into a strategic role

Course outline

- 01 Requests against needs, and where budgets go
- 02 Identifying capability gaps that constrain performance
- 03 Curriculum design against the gap
- 04 Choosing the right intervention
- 05 Budget allocation and prioritisation
- 06 Evaluation beyond satisfaction
- 07 Designing for transfer
- 08 Making the investment case

Upcoming dates

Dates	Venue	Format	Fee per delegate
19 to 23 October 2026	Pretoria, South Africa	Classroom	R19,950
9 to 13 November 2026	Johannesburg, South Africa	Classroom	R19,950
30 November to 4 December 2026	Online	Online	R8,500
4 to 8 January 2027	Accra, Ghana	Classroom	USD 1,325



Fees and how to register

This 5 day course is **R8,500** per delegate online, **R19,950** in the classroom in South Africa, Botswana, Namibia, Lesotho and Eswatini, and **USD 1,325** 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**.

AfriScience Group | +27 61 536 6531 | info@afriscience.co.za | Pretoria, Gauteng, South Africa