



aractech

Global Learning for Operational Leaders

HUMAN RESOURCES AND TRAINING | HRT-034

Certified Training Manager

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Course content

Why Attend

Training managers play a critical role in building organizational capability, improving employee performance, and aligning learning strategies with business objectives. However, effective training management requires more than delivering courses—it demands strategic planning, needs analysis, program design, budgeting, and impact evaluation.

This programme is designed to equip training professionals with the full skill set required to manage a modern Learning & Development function. It focuses on transforming training departments into strategic learning units that deliver measurable business value.

Course Methodology

- Real-world L&D and training management case studies
- Interactive workshops and group exercises
- Training planning and budgeting simulations
- Scenario-based program design activities
- Practical tools, templates, and frameworks

Course Objectives

- Understand the role of a modern training manager
- Develop strategic training and learning plans
- Conduct effective training needs analysis (TNA)
- Design and manage training programs and curricula
- Manage training budgets and resources efficiently
- Evaluate training effectiveness and ROI

Target Audience

- This course is suitable for:
- Training Managers and L&D Managers
- HR and Learning & Development Professionals

- Senior Trainers and Instructional Designers

Course outline

Detailed course outline

Day-by-day outline for Certified Training Manager.

Day 1 - Role of the Modern Training Manager

- Evolution of training management
- Strategic role of L&D in organizations
- Responsibilities of a training manager
- Aligning training with business goals
- Overview of the training lifecycle
- Key success factors in training management

Day 2 - Training Strategy and Needs Analysis

- Developing a training strategy framework
- Organizational learning needs assessment
- Training needs analysis (TNA) methods
- Prioritizing learning interventions
- Aligning training with competency frameworks
- Practical exercise: designing a training plan

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Day 3 - Training Program Design and Development

- Instructional design principles
- Structuring training programs and curricula
- Selecting learning methods and formats
- Designing blended learning solutions
- Developing training content and materials
- Case study: training program development

Day 4 - Training Delivery Management and Resources

- Managing training delivery processes
- Trainer selection and performance management
- Training logistics and coordination
- Budgeting and cost control in L&D
- Vendor and external training management
- Practical workshop: training operations planning

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Day 5 - Training Evaluation and Performance Impact

- Training evaluation models (levels of evaluation)
- Measuring learning effectiveness and ROI
- Linking training to performance improvement
- Continuous improvement in training systems
- Reporting training outcomes to management
- Final case study and action planning

Seminar dates

Available seminar dates

Live dates and pricing for Certified Training Manager generated from the course details page.

Date	Location	Format	Fee
8 - 12 June 2026	Munich	Classroom	€2,975
6 - 10 July 2026	London	Classroom	€2,975
10 - 14 August 2026	Amsterdam	Classroom	€2,975
31 August - 4 September 2026	Paris	Classroom	€3,150
14 - 18 September 2026	Munich	Classroom	€2,415
5 - 9 October 2026	London	Classroom	€2,975
16 - 20 November 2026	Barcelona	Classroom	€2,975

Live online option

Online delivery is available at €1,250.