

# aractech

Global Learning for Operational Leaders



HUMAN RESOURCES AND TRAINING | HRT-048

## Essential Innovations in HR Training & Learning

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# Course content

## Why Attend

Training and learning functions are evolving rapidly through technology, data analytics, changing workforce expectations, and modern learning science. HR professionals must adopt innovative methods that improve engagement, deliver measurable results, and support organizational performance. This course provides participants with practical tools in AI, digital learning, training evaluation, psychometrics, and instructional design to modernize learning and development practices.

## Course Methodology

• This course uses an interactive and practical approach through presentations, case studies, group discussions, learning design workshops, analytics exercises, practical activities, and real workplace examples.

## Course Objectives

- Understand modern trends in HR training and learning
- Apply technology and AI in learning and development
- Conduct effective training needs analysis
- Measure learning impact using metrics and ROI tools
- Use adult learning principles in program design
- Apply psychometric tools appropriately

## Target Audience

- HR Professionals
- Learning and Development Specialists
- Training Managers
- Talent Management Professionals

# Course outline

## Detailed course outline

Day-by-day outline for Essential Innovations in HR Training & Learning.

### Day 1 - Technology and HR Training, Learning, & Development

- Need for training to produce measurable results
- Use of Artificial Intelligence (AI) in L&D
- Virtual and Augmented Reality in training
- Microlearning and mobile learning
- Understanding learning needs of Generation Z and Alpha
- Future trends in workplace learning

### Day 2 - The Essentials of HR Training, Learning, & Development

- Understanding the training cycle
- Aligning L&D to meet objectives
- Conducting a training needs analysis (TNA)
- Identifying and meeting learning needs
- Introducing HR metrics
- Building practical annual learning plans

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### Day 3 - Evaluating Training, Learning, & Development

- Evidence-based approach to learning
- Modern analytics and learner journey stages
- Understanding metrics in training
- Kirkpatrick's evaluation levels
- Cost-benefit and ROI calculation
- Improving programs through evaluation data

### Day 4 - Adult Learning and Psychometric Testing

- Key components of adult learning (andragogy)
- Use and limitations of learning styles technology
- Aptitude testing and personality testing
- Importance of the Forer Effect
- Succession planning and talent management
- Ethical use of assessments in development

### Day 5 - Learning Objectives & the Psychology of Learning

- Cognitive Load Theory in instructional design
- Emotional factors in learning: confidence, anxiety, and mindset
- Effective learning objectives using Bloom's Taxonomy
- Personal action planning

## Seminar dates

### Available seminar dates

Live dates and pricing for Essential Innovations in HR Training & Learning generated from the course details page.

| Date                | Location     | Format    | Fee    |
|---------------------|--------------|-----------|--------|
| 1 - 5 June 2026     | London       | Classroom | €2,975 |
| 8 - 12 June 2026    | Kuala Lumpur | Classroom | €1,575 |
| 15 - 19 June 2026   | Amsterdam    | Classroom | €2,975 |
| 6 - 10 July 2026    | London       | Classroom | €2,695 |
| 20 - 24 July 2026   | Barcelona    | Classroom | €2,975 |
| 3 - 7 August 2026   | London       | Classroom | €2,695 |
| 10 - 14 August 2026 | Barcelona    | Classroom | €2,975 |

**Live online option**

Online delivery is available at €1,250.