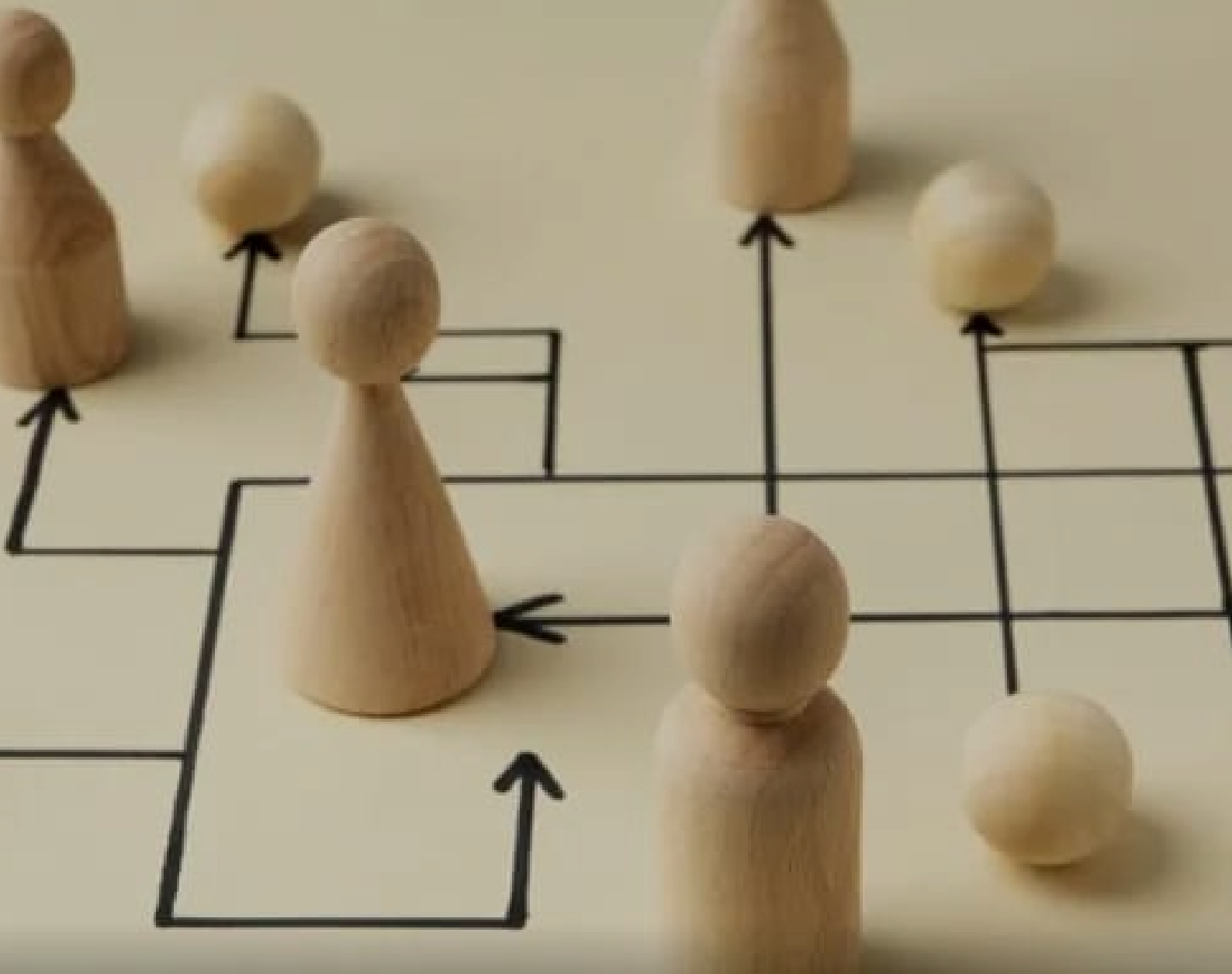




HUMAN RESOURCES AND TRAINING | HRT-079

Learning and Development Strategy and Operating Model

Contact

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Address

Waarderweg 50, 2031PB Haarlem - Netherlands.

Course content

Why Attend

Learning and development functions must align with business strategy, respond to rapid skills change and demonstrate impact. A clear L&D strategy and operating model help them do so.

This Aractech course covers aligning L&D with business priorities, learning needs analysis at organisational level, L&D operating models, learning technologies, partnerships and providers, budgets, governance and measuring learning impact. Participants develop an L&D strategy.

Course Methodology

- Strategy workshops
- Case studies
- Operating model exercises
- Group discussions
- Planning

Course Objectives

- Align L&D strategy with business priorities
- Analyse organisational learning needs
- Design L&D operating models
- Select learning technologies and providers
- Manage L&D budgets and governance
- Measure and communicate learning impact

Target Audience

- L&D managers and directors
- HR directors

Course content

- Talent development professionals
- Training managers

Course outline

Detailed course outline

Day-by-day outline for Learning and Development Strategy and Operating Model.

Day 1 - L&D Strategy

- 09:00-09:45 | Role of L&D
- 09:45-10:30 | Business alignment
- 10:30-11:00 | Skills trends
- 11:00-11:30 | Coffee break
- 11:30-11:45 | Skills trends (continued)
- 11:45-12:30 | Strategy development
- 12:30-14:00 | Exercise: L&D maturity

Day 2 - Learning Needs

- 09:00-09:45 | Organisational analysis
- 09:45-10:30 | Skills gaps
- 10:30-11:00 | Prioritisation
- 11:00-11:30 | Coffee break
- 11:30-11:45 | Prioritisation (continued)
- 11:45-12:30 | Stakeholders
- 12:30-14:00 | Workshop: Needs analysis

Course outline

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Day-by-day outline for Learning and Development Strategy and Operating Model.

Day 3 - Operating Models

- 09:00-09:45 | Centralised and federated models
- 09:45-10:30 | Academies
- 10:30-11:00 | Roles
- 11:00-11:30 | Coffee break
- 11:30-11:45 | Roles (continued)
- 11:45-12:30 | Providers
- 12:30-14:00 | Exercise: Operating model design

Day 4 - Technology and Budget

- 09:00-09:45 | Learning platforms
- 09:45-10:30 | AI in learning
- 10:30-11:00 | Budgets
- 11:00-11:30 | Coffee break
- 11:30-11:45 | Budgets (continued)
- 11:45-12:30 | Governance
- 12:30-14:00 | Case study: Corporate academy

Course outline

Detailed course outline

Day-by-day outline for Learning and Development Strategy and Operating Model.

Day 5 - Impact

- 09:00-09:54 | Evaluation
- 09:54-10:48 | Business impact
- 10:48-11:00 | Reporting
- 11:00-11:30 | Coffee break
- 11:30-12:12 | Reporting (continued)
- 12:12-13:06 | Continuous improvement
- 13:06-14:00 | Capstone: L&D strategy

Seminar dates

Available seminar dates

Live dates and pricing for Learning and Development Strategy and Operating Model generated from the course details page.

Date	Location	Format	Fee
16 - 20 November 2026	London	Classroom	€2,315
7 - 11 December 2026	Barcelona	Classroom	€2,815
21 - 25 December 2026	Amsterdam	Classroom	€2,830
11 - 15 January 2027	Barcelona	Classroom	€2,815
8 - 12 February 2027	Munich	Classroom	€3,225
8 - 12 March 2027	London	Classroom	€2,315
12 - 16 April 2027	Amsterdam	Classroom	€2,830
10 - 14 May 2027	Paris	Classroom	€3,825
14 - 18 June 2027	Munich	Classroom	€3,225
12 - 16 July 2027	Geneva	Classroom	€4,315

Seminar dates

Available seminar dates

Live dates and pricing for Learning and Development Strategy and Operating Model generated from the course details page.

Date	Location	Format	Fee
9 - 13 August 2027	Barcelona	Classroom	€2,815
13 - 17 September 2027	Amsterdam	Classroom	€2,830
11 - 15 October 2027	Barcelona	Classroom	€2,815
8 - 12 November 2027	Munich	Classroom	€3,225
13 - 17 December 2027	London	Classroom	€2,315
16 - 20 November 2026	Online / Live	Online / Live	€1,815
7 - 11 December 2026	Online / Live	Online / Live	€1,815
21 - 25 December 2026	Online / Live	Online / Live	€1,815
11 - 15 January 2027	Online / Live	Online / Live	€1,815
8 - 12 February 2027	Online / Live	Online / Live	€1,815

Seminar dates

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