HUMAN RESOURCES MANAGEMENT

HR44-1 Beyond Training: Creating Behaviour Change at Work

Many organisations invest in training but see limited change in behaviour or performance as a result. This course focuses on closing that gap by shifting the emphasis from delivering training to driving real, sustained behaviour change. Participants will explore why behaviour change is often difficult to achieve, and what actually influences whether new skills and approaches are applied in practice. The session provides practical ways to design, support, and reinforce change so that learning translates into meaningful, lasting impact.

Course Information

Duration: 1 day

London (£795): 10th August 2026, 16th November 2026, 25th January 2027, 19th April 2027, 12th July 2027, 4th October 2027, 20th December 2027, 6th March 2028

Companies nominating 3 or more delegates to attend the same programme will enjoy a special discount on the course fees.

Upon completion of one of our CPD certified courses, delegates will be awarded both an LMC certificate and a CPD certificate. No examination required.

Who is the course suitable for?

This course is designed for HR, L&D professionals, and leaders who want to ensure that development activities lead to real changes in behaviour and performance.

Course profile

Driving Behaviour Change

- Understanding why training alone does not lead to behaviour change
- Identifying key barriers to applying learning in practice
- Applying practical techniques to encourage behaviour change
- Reinforcing new behaviours through follow-up and support
- Measuring and evaluating behaviour change and impact

Competencies

At the end of this course, delegates will be able to:

- Understand what drives behaviour change in the workplace
- Identify barriers that prevent learning from being applied
- Apply practical techniques to support behaviour change
- Reinforce and sustain new behaviours over time
- Measure the impact of behaviour change efforts

Course Booking

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www.lmcuk.com

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