HUMAN RESOURCES MANAGEMENT

HR8 Planning Training and Career Development

This comprehensive course is designed to equip mid-level management and supervisory professionals with the necessary skills and knowledge to excel in their roles. Our aim is to provide delegates with a clear and practical structure that emphasises skills and competencies, enabling them to enhance their performance and address workplace challenges effectively.

Throughout the course, participants will gain valuable insights and tools, ensuring they leave with new and practical takeaways to implement in their respective workplaces. This course is ideal for professionals managing teams, projects, or departments and seeking to advance their careers by strengthening their leadership abilities.

Course Information

Duration: 5 days

London (£4950): 26th January 2026, 20th April 2026, 15th June 2026, 3rd August 2026, 28th September 2026, 16th November 2026, 25th January 2027, 19th April 2027, 28th June 2027, 16th August 2027, 20th September 2027, 29th November 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 for Training and Development professionals, L&D Managers, and individuals responsible for managing the training function and influencing their company's career development planning. If you are looking to enhance your managerial skills, improve team leadership, excel in performance management, and refine your communication skills, this course is ideal for you.

Course profile

Understanding Training and Development

- The Role of Training in Organisational Success
- Identifying Training Needs and Objectives
- Designing Effective Training Programs
- Role of Technology in Enhancing Training Delivery
    - E-Learning and Online Training Platforms
    - Microlearning and Mobile Learning

Career Development Strategies

- Career Development Planning and Its Importance
- Designing Career Paths and Progression Models
- Individual Development Plans (IDPs)
- Mentoring and Coaching for Career Growth

Performance Management and Feedback

- Setting Clear Performance Expectations
- Monitoring and Measuring Performance
- Providing Constructive Feedback
- Addressing Performance Issues

Succession Planning and Leadership Development

- Understanding Succession Planning
- Identifying High-Potential Employees
- Talent Development and Leadership Programs
- Preparing for Leadership Transitions

Evaluating Training Results

- Importance of Training Evaluation in Organisational Development
- Different Levels of Training Evaluation (Reaction, Learning, Behaviour, Results)
- Creating Effective Evaluation Metrics and Key Performance Indicators (KPIs)
- Techniques for Gathering and Analysing Training Data

Competencies

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

- Develop comprehensive training plans that align with organisational goals.
- Implement effective career development strategies to foster employee growth.
- Create a culture of continuous learning and development within their teams.
- Apply performance management techniques to drive results and productivity.
- Utilise modern tools and approaches for training and development.
- Identify and nurture talent for succession planning.
- Enhance cross-cultural communication and collaboration.
- Adapt leadership skills to meet the diverse needs of international organisations.

Course Booking

Call us: +44 (0) 207 724 6007

Email us: training@lmcuk.com

www.lmcuk.com

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