

CLDM – Certified Learning & Development Strategiest (One-Day Intensive Program)

Focus: Strategic L&D, Industry Trends, and Modern Competency Practices

Ideal For: Experienced Trainers, L&D Specialists, and TTT-Certified Professionals

Module 1: Competency Basics and Mapping (Refresher & Application Focus)

- Revisit the Competency Iceberg Model – aligning hidden traits to visible performance
 - Types of Competencies: Functional, Behavioral, Differentiating
 - Mapping competencies using JEA and Critical Incident Method
 - Using **Behaviorally Anchored Rating Scales (BARS)** to measure competencies
 - Applying the **Quan Competence Framework** to modern job roles
Activity: Mini workshop – Design a competency map for a new-age job role (e.g., AI Trainer or Customer Success Partner)
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Module 2: Competency Assessment and Talent Diagnosis

- Beyond assessments: Linking competency to **business performance metrics**
 - Integrating **360° Feedback and Peer Reviews** with developmental goals
 - Designing an **Assessment Center** – structure, simulation design, evidence matrix
 - Using **Gilbert’s Model** for diagnosing performance gaps
 - Aligning TNA results with organizational strategy
Activity: Group simulation – Create an assessment flow for “Leadership Pipeline Development”
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Module 3: Training Design Mastery

- Crafting objectives using **Bloom's Taxonomy** for measurable outcomes
 - Balancing **Affective, Behavioral, and Cognitive** learning
 - Using **Kolb's Learning Styles** to personalize training journeys
 - 8 Key aspects of a powerful training design (with real examples)
Micro Skill Lab: Redesign an existing training for hybrid learners (in-person + digital)
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Module 4: Training Evaluation and ROI

- Moving from "Training as Cost" to "Training as Investment"
 - **Kirkpatrick's 4 Levels** applied to real organizational scenarios
 - Calculating ROI with both tangible and intangible benefits
 - Post-training follow-up and behavior sustainment strategies
 - Linking ROI to **Human Capital Readiness Index**
Activity: Case study – Measure ROI of a leadership training intervention
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Module 5: Management Buy-In and Strategic Alignment

- **Perceptual Ladder** – overcoming resistance and influencing leadership
 - Building a Business Case for L&D: Data-driven storytelling
 - Using **RATER Model** to communicate L&D's value
 - Translating training outcomes into executive language (impact metrics)
Activity: Create a 5-slide business case presentation to secure CEO buy-in for an L&D initiative
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Module 6: Emerging Trends and Future of Learning (Skill-Based & Non-Technical)

- The **Shift from Training to Learning Ecosystems**
 - Designing **Learning Cultures** – from compliance to curiosity
 - **Personalized Learning Paths** using skill-based frameworks
 - **Microlearning, Social Learning, and Gamified Learning Journeys**
 - The evolving role of L&D as **Strategic Talent Partners**
 - Trends to Watch: Skills Cloud, Learning in the Flow of Work, Learning Agility
Activity: Trend Forecast Roundtable – “Where is L&D headed in 2030?”
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Wrap-Up: Reflect, Redefine, Reimagine

- Self-assessment: Where do I stand as an L&D Strategist?