

KOENIG SOLUTIONS · COURSE OUTLINE

CLDM – Certified Learning & Development Strategist (Koenig Original)

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

1 Day

DURATION

7

MODULES

30

TOPICS

6

HANDS-ON ACTIVITIES

COURSE OVERVIEW

This course covers competency mapping and assessment, from the Competency Iceberg Model and competency types through Job and Environment Analysis, the Critical Incident Method and Behaviorally Anchored Rating Scales. It addresses talent diagnosis using 360-degree feedback, assessment centre design and Gilbert's Model, before moving into training design with Bloom's Taxonomy, learning domains and Kolb's Learning Styles. It then examines training evaluation and ROI through Kirkpatrick's four levels and the Human Capital Readiness Index, followed by building management buy-in through business cases and the RATER Model. The course closes with emerging trends in learning ecosystems, personalised and skill-based learning paths, microlearning and the evolving strategic role of L&D.

WHO THIS COURSE IS FOR

Ideal For:

Experienced Trainers

L&D Specialists

TTT-Certified Professionals

LEARNING OBJECTIVES

- Explain the Competency Iceberg Model and competency types
- Apply JEA, the Critical Incident Method and BARS to competency mapping
- Design an assessment centre with simulations and evidence matrices
- Diagnose performance gaps using Gilbert's Model
- Craft training objectives using Bloom's Taxonomy and Kolb's Styles
- Evaluate training impact using Kirkpatrick's levels and ROI
- Build a data-driven business case for management buy-in
- Assess emerging trends shaping learning ecosystems and skill-based paths

7 Modules, 30 Topics

01

Activity

Competency Basics and Mapping (Refresher & Application Focus)

TOPICS

- 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

02

Activity

Competency Assessment and Talent Diagnosis

TOPICS

- **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

03

Activity

Training Design Mastery

TOPICS

- 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)

04**Activity**

Training Evaluation and ROI

TOPICS

- 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

05**Activity**

Management Buy-In and Strategic Alignment

TOPICS

- 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)

06**Activity**

Emerging Trends and Future of Learning (Skill-Based & Non-Technical)

TOPICS

- 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

Wrap-Up: Reflect, Redefine, Reimagine

TOPICS

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

Practise What You Learn

#	MODULE	ACTIVITY
01	Competency Basics and Mapping (Refresher & Application Focus)	Activity: Mini workshop – Design a competency map for a new-age job role (e.g., AI Trainer or Customer Success Partner)
02	Competency Assessment and Talent Diagnosis	Activity: Group simulation – Create an assessment flow for “Leadership Pipeline Development”
03	Training Design Mastery	Micro Skill Lab: Redesign an existing training for hybrid learners (in-person + digital)
04	Training Evaluation and ROI	Activity: Case study – Measure ROI of a leadership training intervention
05	Management Buy-In and Strategic Alignment	Activity: Create a 5-slide business case presentation to secure CEO buy-in for an L&D initiative
06	Emerging Trends and Future of Learning (Skill-Based & Non-Technical)	Activity: Trend Forecast Roundtable – “Where is L&D headed in 2030?”

WHAT IS INCLUDED

Everything You Need to Succeed

- Koenig course material for every module
- Delivery by certified instructors and subject matter experts
- Hands-on exercises throughout the course
- Course completion certificate from Koenig

ABOUT KOENIG

Who We Are

Established in 1993, Koenig Solutions is a globally recognised training provider with 35+ technology partnerships, 5,000+ training programmes and a network of certified instructors and subject matter experts, supporting individuals and enterprise teams worldwide.

FLEXIBLE DELIVERY

Learn the Way That Suits You

Classroom Training

Live Online Classes (ILO)

Fly-Me-A-Trainer (FMAT)

Flexi (Self-Paced)

1-on-1 Training

Ready to Get Started?

Talk to a learning advisor about schedules, group training and customised delivery.

Visit koenig-solutions.com

✉ info@koenig-solutions.com