

Training Title

TRAINING MANAGEMENT SPECIALIST: TRAINING DESIGN & ORGANIZATIONAL LEARNING

Training Duration

5 days

Training Venue and Dates

Training Management Specialist: Training Design & Organizational Learning	5	02 nd to 06 th February 2026	\$5,500	Dubai, UAE.
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Training will be conducted in any of the 4 or 5 star hotels.

Training Fees

- 5,500 US\$ per participant for Public Training includes Materials/Handouts, tea/coffee breaks, refreshments & Lunch.

Training Certificate

Prolific Consultants FZE Certificate of Course Completion will be issued to all attendees.

COURSE OVERVIEW

COURSE DESCRIPTION

This exciting and innovative Training Management Specialist training course will introduce you to the latest and best practices in training management and organizational learning.

This Training Management & Organizational Learning training course is paced, challenging and highly rewarding. You will learn about how to become a truly 'learning organization' and redefine organizational learning so that your organization places learning and development at the core of its business.

This Training Management Specialist training course will introduce you to the latest and proven techniques for Training Management, Organizational Learning, Talent Management and Organizational Development (OD). Your professional practice and career will be enhanced by attending this important 5-day training.

- Learn about organizational learning and development as it applies to your organization
- Enjoy practical workshops / exercises each day where what has been learnt will be put into action
- Understand the application of training management in your organization and compare what you do to other leading organizations
- Learn the practical steps involved in becoming a truly learning organization

- *Network with other like-minded professional about best-practices in learning & development.*

COURSE OBJECTIVES:

By the end of this training course, participants will be able to:

- *Demonstrate an understanding of organizational learning theory*
- *Explain the concept of effective training management*
- *Utilize the skills of OD for organizational learning & training management*
- *Apply appropriate skills for developing a learning organization*
- *Develop training suitable for a particular audience or work-group.*

SUITABLE FOR:

This training course is suitable for anyone who wishes to develop their skills in Training Management & Organizational Learning. This training particularly would suit:

- *Managers, Supervisors and Leaders in all sectors*
- *Anyone involved in Learning & Development, training or Talent Management*
- *Human Resource (HR) Personnel at all levels*
- *Occupational Health & Safety Personnel*
- *Anyone concerned with Organizational Learning*
- *Those who need to know more about Organizational Development (OD)*

TRAINING METHODOLOGY:

A highly interactive combination of lectures and discussion sessions will be managed to maximize the amount and quality of information and knowledge transfer. The sessions will start by raising the most relevant questions, and motivate everybody find the right answers. You will also be encouraged to raise your own questions and to share in the development of the right answers using your own analysis and experiences. Tests of multiple-choice type will be made available on daily basis to examine the effectiveness of delivering the course. Very useful Course Materials will be given.

COURSE OUTLINE: -

DAY 1

Organizational Learning Explored

- *The Concept of Learning*
- *How does Learning differ in Different Industries?*
- *Behavioral and other Psychological Theories*
- *Implications of Organizational Learning Practices*
- *The Idea of Organizational Learning*
- *Redefining Organizational Learning*

DAY 2

Training Management Explored

- *Managing the Training Function Strategically*
- *Training in Different Sectors*
- *The Importance of Cost-benefit & ROI*
- *The Concept of Talent Management*
- *Differentiating Succession Management & Talent Management*
- *Nationalization Issues in Training*

DAY 3

Leading Organization Change

- *An Experience of Change*
- *Change at the Team Level*
- *Change at the Organizational Level*
- *Key Drivers of Change*
- *Change Management*
- *Case Studies of Best Practice in Change Management*

DAY 4

Organizational Development (OD) Explored

- *History of OD*
- *Organizational Development Today*
- *What can we learn from Maslow and Herzberg?*
- *Case Studies: Putting OD into Practice*
- *Diagnostic Tools for OD*
- *Organizational Structures*

DAY 5

Becoming a Learning Organization

- *Understanding the Learning Organization*
- *Characteristics of a Learning Organization*
- *Are you ready to Change?*
- *Benefits and Barriers*
- *The Fifth Discipline*
- *Personal Action Planning*

Case Studies, Last Day Review, Discussions & Pre & Post Assessments will be carried out.

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