

CLP is offering a unique two-day workshop focused on the process of building comprehensive learning architectures within an organisation's leadership development landscape. Participants have the chance to build their organisation's specific landscape and programmes with the help of peers and experts.

Companies are in need of a comprehensive leadership development landscape comprised of impactful and interconnected leadership development programmes that serve the organisation's strategy. Both HR and L&D professionals are faced with the challenge of developing coherent leadership development landscapes that are aligned to corporate culture, leadership competencies and changing organisational needs.

TARGET GROUP

Experienced L&D and HR professionals who want to be proficient in conceptualising and designing comprehensive and impactful L&D landscapes and programmes.

OBJECTIVES

Using corporate strategy, culture insights, leadership competencies, corporate needs and objectives to customise L&D landscapes and programmes.

Creating detailed L&D landscapes and programmes using a tangible 12-step design approach and incorporating state of the art L&D learning trends, interventions and tools.

Knowing how to create strategic RFPs (requests for proposals) and learning how to select possible professional external support based on relevant selection criteria.

Networking and learning from other HR and L&D professionals.

RESULT

Create and take home your individually designed L&D landscape that builds on your specific organisational strategy, needs and culture.

DESIGN MASTER CLASS

Designing powerful
leadership development
landscapes and
programmes from A–Z

CHANGE,
LEADERSHIP
& PARTNERS.

CONTENT

The workroom @ day 1

Exercising the 12-step process to build a comprehensive L&D landscape and designing your own.

1. The mission and the big WHY of L&D landscapes
2. Understanding the needs, expectations and objectives of different target groups and stakeholders
3. Defining key success factors for L&D
4. Stakeholder involvement, e.g. planning "open office"
5. Internal communication strategy
6. Defining contents and emphases for different target groups with the help of heat-maps
7. Determining learning objectives
8. Methods and interventions that drive key success factors and objectives
9. Defining interlinks and connections between L&D programmes
10. How to evaluate landscapes, programmes and modules
11. Viability design checks
12. Building programme overviews, windowpanes and detailed agendas

Guest speaker: Head of Leadership Development Department

The showroom @ day 2

Complete and refine the L&D landscape.

- Create a comprehensive L&D design tool box
- Best practice and knowledge sharing
- Traps and obstacles in designing L&D landscapes
- Create strategic RFPs and prepare for effective "pitches"

DATES, LOCATION AND DURATION

Duration: Two days. Start first day 8.30 a.m., end second day 5.00 p.m.
9th & 10th March 2017 (near London)
11th & 12th May 2017 (near Frankfurt)

PRICES AND SERVICES

Price: 1.750,00 €

Early registration*: 1.500,00 €

*up to two months before starting date

- board and lodging not included-

LANGUAGE

The Design Master Class will be conducted in the English language. Both facilitators speak English and German.

ORGANISATION AND REGISTRATION

Registration via telephone: +44 (0) 1753 88 2701 or via email: info@change-leadership.net with the subject "Registration Design Master Class". If you have any further questions, please do not hesitate to contact us.

FACILITATION



Dr. Marcus Gottschalk

With a career dedicated to working among thought leaders and management practitioners in organisations worldwide, Marcus is CEO of CLP. He is a global leadership consultant with broad, hands-on entrepreneurship, engineering and psychology expertise. His depth of experience encompasses the ability to strategically create and implement leadership development landscapes and programmes and enable leaders and organisations to face the challenges of digitalisation. Marcus lives with his daughters near London.



Fiona Higginson

Fiona's focus is on linking learning to strategic objectives and supporting organisations in realising their training and development needs. With over 15 years' experience in L&D management in international companies, she specialises in the design and delivery of customised learning programmes and is passionate about the value of alignment and clarity of content to facilitate learning transfer. Fiona was born in Africa, grew up in Ireland and speaks fluent English and German, as well as Spanish.