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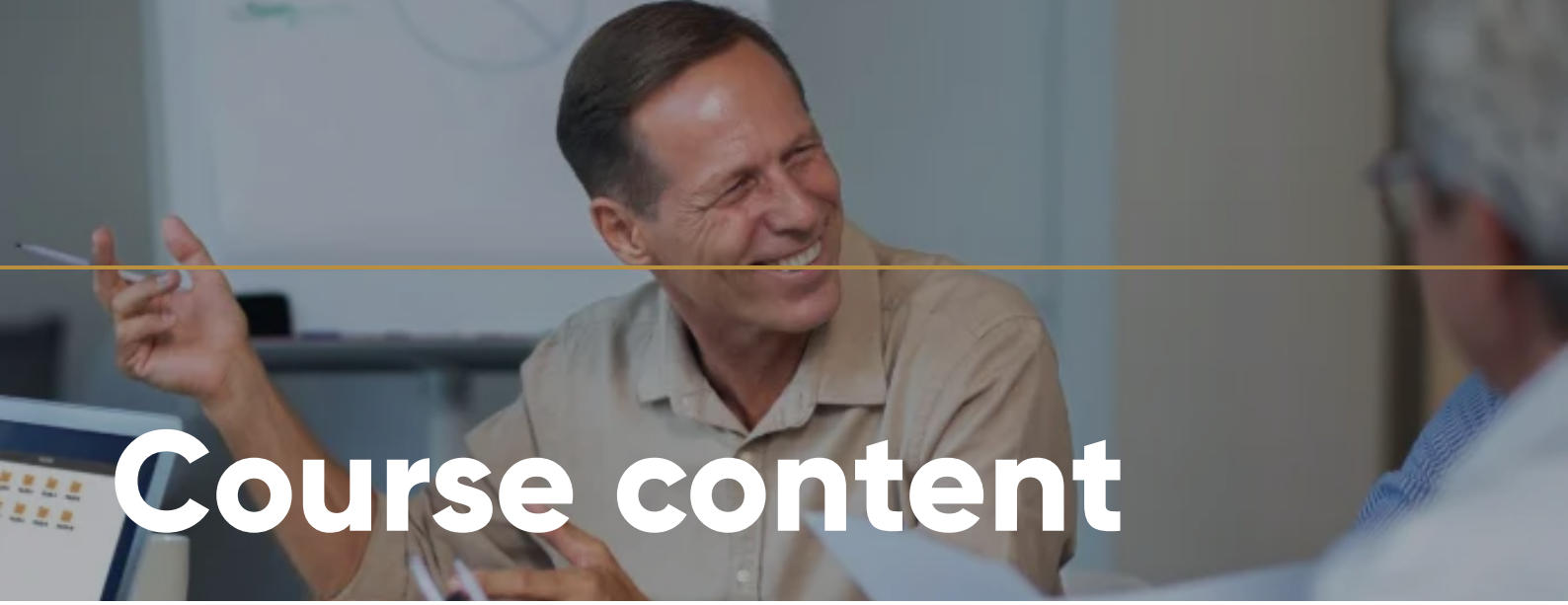


HUMAN RESOURCES AND TRAINING | HRT-048

Essential Innovations in HR Training & Learning

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Course content

Why Attend

Why Attend Training and learning functions are evolving rapidly through technology, data analytics, changing workforce expectations, and modern learning science. HR professionals must adopt innovative methods that improve engagement, deliver measurable results, and support organizational performance. This course provides participants with practical tools in AI, digital learning, training evaluation, psychometrics, and instructional design to modernize learning and development practices.

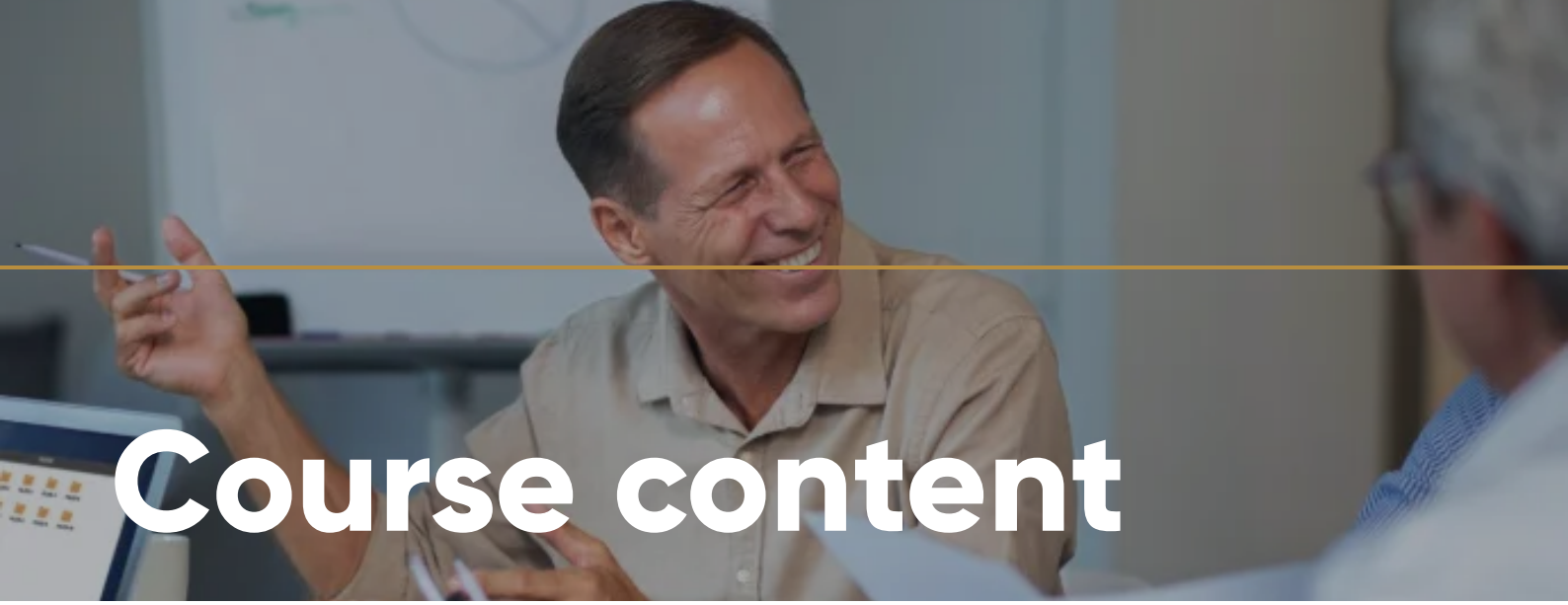
Course Methodology This course uses an interactive and practical approach through presentations, case studies, group discussions, learning design workshops, analytics exercises, practical activities, and real workplace examples.

Course Objectives

- Understand modern trends in HR training and learning
- Apply technology and AI in learning and development
- Conduct effective training needs analysis
- Measure learning impact using metrics and ROI tools
- Use adult learning principles in program design
- Apply psychometric tools appropriately
- Create effective learning objectives and content
- Build innovative learning strategies for future workforce needs

Target Audience

- HR Professionals
- Learning and Development Specialists
- Training Managers
- Talent Management Professionals



Course content

Target Audience

- HR Managers
- Instructional Designers
- Anyone responsible for employee development

Target Competencies

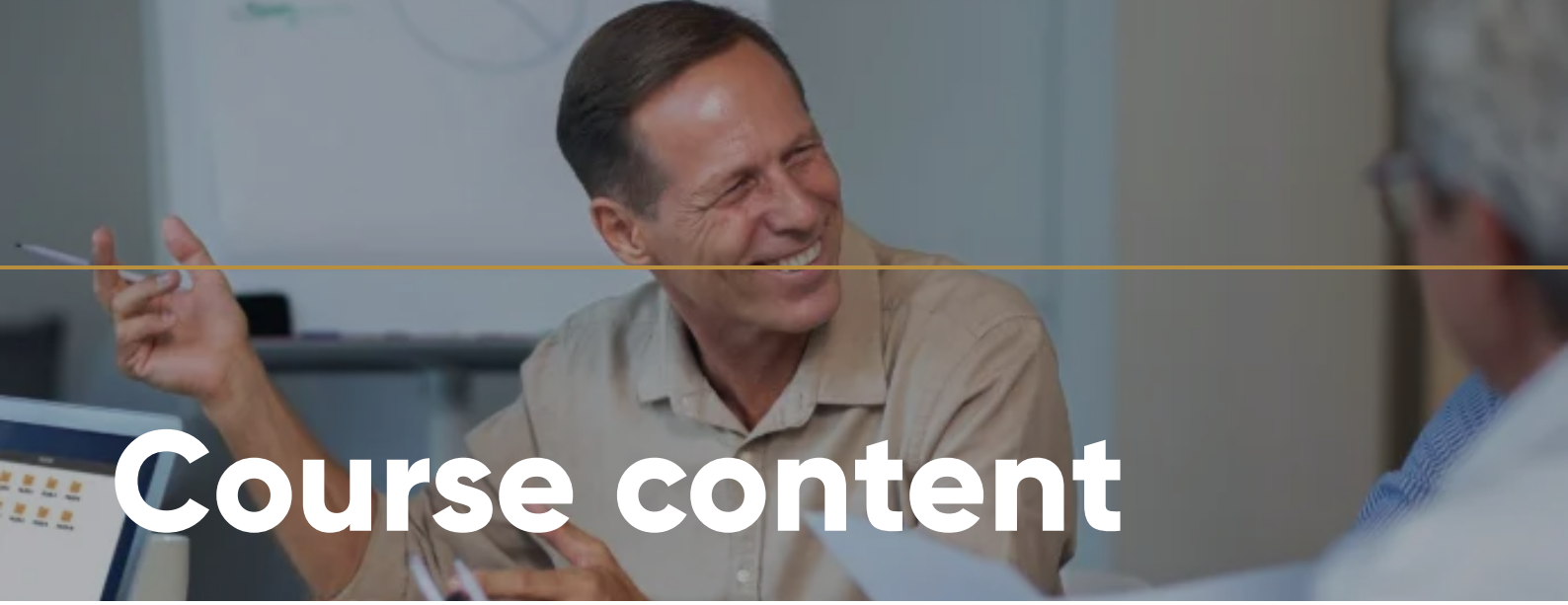
- Learning and Development
- Training Needs Analysis
- Instructional Design
- Learning Analytics
- Digital Learning
- Talent Development
- Strategic Thinking
- Performance Improvement

Course outline

Day 1: Technology and HR Training, Learning, & Development

- Need for training to produce measurable results
- Use of Artificial Intelligence (AI) in L&D
- Virtual and Augmented Reality in training
- Microlearning and mobile learning
- Understanding learning needs of Generation Z and Alpha
- Future trends in workplace learning

Day 2: The Essentials of HR Training, Learning, & Development



Course content

Course outline

• Understanding the training cycle

• Aligning L&D to meet objectives

• Conducting a training needs analysis (TNA)

• Identifying and meeting learning needs

• Introducing HR metrics

• Building practical annual learning plans

Day 3: Evaluating Training, Learning, & Development

• Evidence-based approach to learning

• Modern analytics and learner journey stages

• Understanding metrics in training

• Kirkpatrick's evaluation levels

• Cost-benefit and ROI calculation

• Improving programs through evaluation data

Day 4: Adult Learning and Psychometric Testing

• Key components of adult learning (andragogy)

• Use and limitations of learning styles technology

• Aptitude testing and personality testing

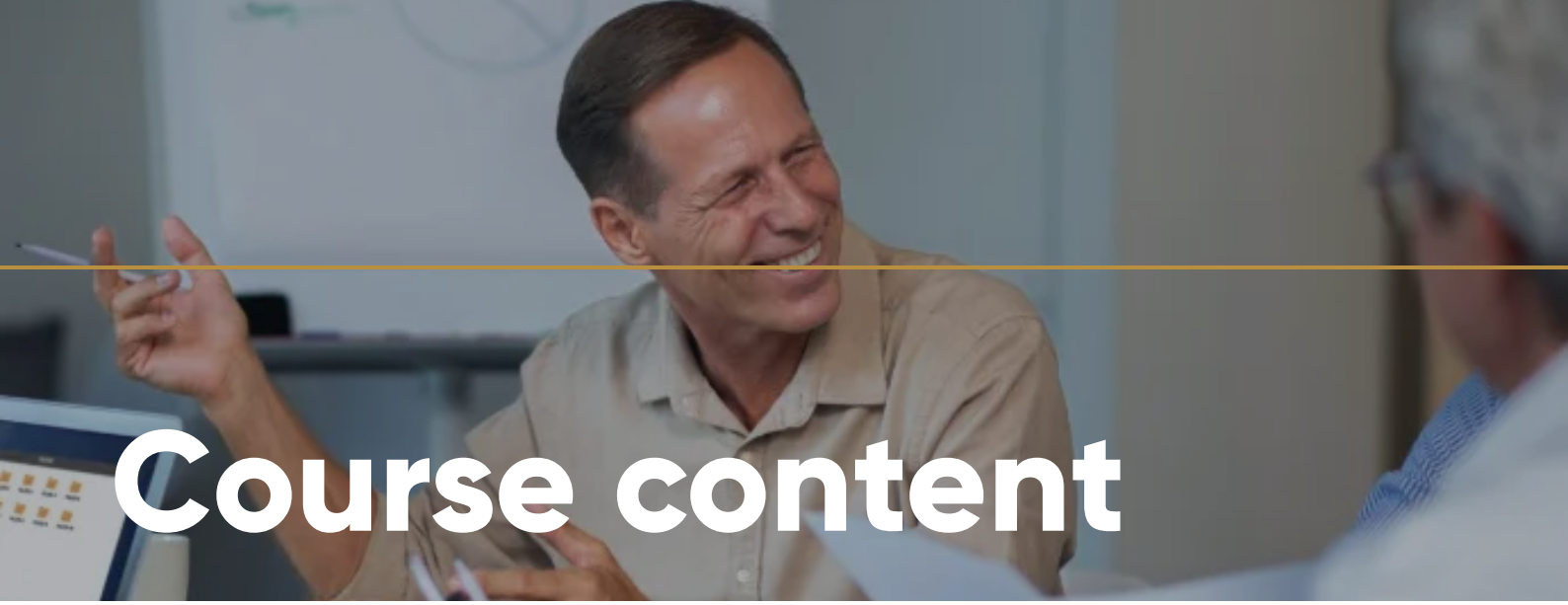
• Importance of the Forer Effect

• Succession planning and talent management

• Ethical use of assessments in development

Day 5: Learning Objectives & the Psychology of Learning

• Cognitive Load Theory in instructional design



Course content

Course outline

- Emotional factors in learning: confidence, anxiety, and mindset
- Effective learning objectives using Bloom's Taxonomy
- Personal action planning



Seminar dates

Available seminar dates

Live dates and pricing for Essential Innovations in HR Training & Learning generated from the course details page.

Date	Location	Format	Fee
16 - 20 November 2026	Munich - Germany	Classroom	**€3,400.-**
7 - 11 December 2026	Kuala lumpur - Malaysia	Classroom	**€1,800.-**
14 - 18 December 2026	Amsterdam - Netherlands	Classroom	**€3,360.-**
21 - 25 December 2026	London - U.K	Classroom	**€3,400.-**
4 - 8 January 2027	London - U.K	Classroom	**€3,360.-**
1 - 5 February 2027	Kuala lumpur - Malaysia	Classroom	**€1,800.-**
1 - 5 March 2027	Amsterdam - Netherlands	Classroom	**€3,400.-**
5 - 9 April 2027	London - U.K	Classroom	**€3,360.-**
3 - 7 May 2027	Barcelona - Spain	Classroom	**€3,080.-**
7 - 11 June 2027	London - U.K	Classroom	**€3,360.-**
5 - 9 July 2027	Barcelona - Spain	Classroom	**€3,080.-**
2 - 6 August 2027	Istanbul - Turkey	Classroom	**€2,280.-**
6 - 10 September 2027	Amsterdam - Netherlands	Classroom	**€3,400.-**
4 - 8 October 2027	Istanbul - Turkey	Classroom	**€2,280.-**
1 - 5 November 2027	Paris - France	Classroom	**€3,600.-**
6 - 10 December 2027	Barcelona - Spain	Classroom	**€3,080.-**