



GLOMACS
Training & Consultancy

TRAINING MANAGEMENT & ORGANISATIONAL LEARNING

Proven Techniques for Developing Talent Management & Organisational Learning

25 - 29 Nov 2018, Dubai

24 - 28 Nov 2019, Dubai

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INTRODUCTION

This exciting and innovative GLOMACS Learning & Development training seminar will introduce you to the latest and best practices in training management and organisational learning. This GLOMACS training seminar is paced, challenging and highly rewarding. You will learn about how to become a truly 'learning organisation' and redefine organisational learning so that your organisation places learning and development at the core of its business.

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

- Learn about organisational learning and development as it applies to your organisation
- Enjoy practical workshops / exercises each day where what has been learnt will be put into action
- Understand the application of training management in your organisation and compare what you do to other leading organisations
- Learn the practical steps involved in becoming a truly learning organisation
- Network with other like-minded professional about best-practices in learning & development

OBJECTIVES

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

- Demonstrate an understanding of organisational learning theory
- Explain the concept of effective training management
- Utilise the skills of OD for organisational learning & training management
- Apply appropriate skills for developing a learning organisation
- Develop training suitable for a particular audience or work-group

TRAINING METHODOLOGY

Participants to this GLOMACS Training Management & Organisational Learning training seminar will receive a thorough training on the subjects covered by the seminar outline with the instructor utilising a variety of proven adult learning teaching and facilitation techniques. Training methodology includes

stimulating presentations supporting each of the topics together with interactive trainer lead sessions of discussion.

There will also be practical sessions where participants have the opportunity to practice and experience some HR related activities. Role-plays, small group work, relevant case studies and feedback will be used to facilitate learning.

ORGANISATIONAL IMPACT

- Staff promoting learning and development in their organisation
- Build organisational learning company wide
- Improved employee engagement
- Enhanced team motivation
- Increased use of appropriate training methods throughout the organisation
- Improved employee relations

PERSONAL IMPACT

- Develop practical, transferable skills
- Understand the principles of learning psychology
- Apply what is taught immediately into work practices
- Awareness and understanding of major learning and development practices
- Appreciate the complexity of organisational learning
- Increased commitment to ongoing professional development

WHO SHOULD ATTEND?

This GLOMACS Learning & Development training seminar is suitable for anyone who wishes to develop their skills in Training Management & Organisational Learning. In particular, this GLOMACS training 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 Organisational Learning
- Those who need to know more about Organisational Development (OD)

DAY 1

Organisational Learning Explored

- The Concept of Learning
- How does Learning differ in Different Industries?
- Behavioural and other Psychological Theories
- Implications of Organisational Learning Practices
- The Idea of Organisational Learning
- Redefining Organisational 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
- Nationalisation Issues in Training

DAY 3

Leading Organisation Change

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

DAY 4

Organisational Development (OD) Explored

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

DAY 5

Becoming a Learning Organisation

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



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GLOMACS is proud to hold the Approved Provider status with HR Certification Institute (HRCI), an internationally recognized certifying organization for the human resource profession. This partnership grants us the ability to provide pre-approved HR Seminars which qualify for re-certification credit of HR Professionals as signified by the Approved Provider seal in the seminar outline.

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& Organisational Learning



Code	Date	Venue	Fees
LD008	25 - 29 Nov 2018	Dubai	\$4,750
LD008	24 - 28 Nov 2019	Dubai	\$4,950

REGISTRATION DETAILS

LAST NAME: _____
FIRST NAME: _____
DESIGNATION: _____
COMPANY: _____
ADDRESS: _____
CITY: _____
COUNTRY: _____
TELEPHONE: _____
MOBILE: _____
FAX: _____
EMAIL: _____

AUTHORISATION DETAILS

AUTHORISED BY: _____
DESIGNATION: _____
COMPANY: _____
ADDRESS: _____
CITY: _____
COUNTRY: _____
TELEPHONE: _____
MOBILE: _____
FAX: _____
EMAIL: _____

PAYMENT DETAILS

- Please invoice my company
 Cheque payable to GLOMACS
 Please invoice me

CERTIFICATION

Successful participants will receive GLOMACS' Certificate of Completion

4 WAYS TO REGISTER

Tel: +971 (04) 425 0700
Fax: +971 (04) 425 0701
Email: info@glomacs.com
Website: www.glomacs.com

TERMS AND CONDITIONS

- Fees - Each fee is inclusive of Documentation, Lunch and refreshments served during the entire seminar.
- Mode of Payment - The delegate has the option to pay the course fee directly or request to send an invoice to his/her company/ sponsor. Credit card and cheque payments are both acceptable.
- Cancellation / Substitution - Request for seminar cancellation must be made in writing & received three (3) weeks prior to the seminar date. A US\$ 250.00 processing fee will be charged per delegate for each cancellation. Thereafter, we regret that we are unable to refund any fees due, although in such cases we would be happy to welcome a colleague who would substitute for you.
- Hotel Accommodation - is not included in the course fee. A reduced corporate rate and a limited number of rooms may be available for attendees wishing to stay at the hotel venue. Requests for hotel reservations should be made at least three (3) weeks prior to the commencement of the seminar. All hotel accommodation is strictly subject to availability and terms and conditions imposed by the hotel will apply.
- Attendance Certificate - a certificate of attendance will only be awarded to those delegates who successfully completed/ attended the entire seminar including the awarding of applicable Continuing Professional Education Units/Hours.
- Force Majeure - any circumstances beyond the control of the Company may necessitate postponement, change of seminar venue or substitution of assigned Instructor. The Company reserves the right to exercise this clause and implement such amendments.
- Fair Access / Equal Opportunities - In the provision of its services as a world-class Training Provider, the Company is committed to provide fair access / equal opportunities throughout the delivery of its courses and assessment leading to the completion of training seminars, or 3rd party qualifications/certifications.



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