Garnet
Garnet Global Training Center

GGT-HR-113

Human Resources

Learning & Development Strategy

استراتيجية التعلم والتطوير

Duration	Language	Formats	Hours	Level
5 or 10 days	**English or Arabic**	**Classroom, online, in-house**	**35 / 70**	**Leadership & strategy**

Overview

Learning & Development Strategy is a leadership program that connects strategic choices with execution, people and results. Build the people systems that attract, grow and keep the talent an organisation depends on. Choose 5 or 10 days, classroom or live online, English or Arabic; organisations can also run it in-house and adapt the examples to their own work.

What you will be able to do

- Set direction and priorities for Learning & Development Strategy in your organisation.
- Lead change and handle resistance constructively.
- Influence boards, peers and external stakeholders.
- Balance short-term results with long-term value.
- Build a personal leadership agenda for the next year.

Who should attend

HR managers and business partners, recruiters, L&D and reward specialists. It is aimed at managers and executives who set direction and are accountable for results.

Key topics

- HR strategy aligned to business goals
- Competency frameworks
- Labour law essentials in the region
- Metrics and HR analytics
- Engagement and retention
- Policy and process design

Formats and fees

5-day classroom	**USD 4,750**
5-day online	**USD 2,950**
10-day classroom	**USD 8,950**
10-day online	**USD 5,450**
In-house	**Quotation per group**

Fees per participant, excluding VAT.

Register or ask

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Training: training@garnettrainings.com

Web: garnettrainings.com

Sharjah Publishing City Free Zone, Sharjah, UAE

Certificate

Participants who attend at least 90% of sessions and complete the final assessment receive a certificate of completion stating 35 contact hours (5-day) or 70 contact hours (10-day).

5-day outline

Day 1 Strategic context of Learning & Development Strategy
- HR strategy aligned to business goals
- Hands-on workshop on a workplace challenge

Day 2 Setting direction and priorities
- Competency frameworks
- Labour law essentials in the region

Day 3 Leading people through change
- Metrics and HR analytics
- Common mistakes and how to avoid them

Day 4 Decisions, risk and stakeholders
- Engagement and retention
- Regional and international case studies

Day 5 Leadership commitments and action plan
- Policy and process design
- Checklists and templates to take away

10-day outline

Day 1 Strategic context of Learning & Development Strategy
- HR strategy aligned to business goals
- Hands-on workshop on a workplace challenge

Day 2 Setting direction and priorities
- Competency frameworks
- Labour law essentials in the region

Day 3 Leading people through change
- Metrics and HR analytics
- Common mistakes and how to avoid them

Day 4 Decisions, risk and stakeholders
- Engagement and retention
- Regional and international case studies

Day 5 Leadership commitments and action plan
- Policy and process design
- Checklists and templates to take away

Day 6 Advanced techniques and specialist practice
- Complex cases in depth
- Group discussion and peer review

Day 7 Digital tools, data and automation
- Analysis tools and software
- Using AI in this field

Day 8 Benchmarking against international practice
- Global performance benchmarks
- Measurement and reporting

Day 9 Capstone project
- Analyse a real challenge from your organisation
- Build the solution and implementation plan

Day 10 Presentations, final assessment and certificates
- Project presentations and review
- Final exam and certificate award

Schedule 2027–2030

Dates	Format	City	Language	Fee (USD)
8–12 Mar 2027	5-day online	Live online	English	2,950
9–13 May 2027	5-day classroom	Jeddah	Arabic	4,750
3–7 Oct 2027	5-day classroom	Riyadh	English	4,750
13–24 Dec 2027	10-day classroom	Casablanca	English	8,950
13–17 Feb 2028	5-day classroom	Cairo	English	4,750
8–12 May 2028	5-day classroom	Abu Dhabi	Arabic	4,750
11–22 Jun 2028	10-day classroom	Jeddah	English	8,950
13–24 Nov 2028	10-day online	Live online	English	5,450
15–19 Jan 2029	5-day online	Live online	English	2,950

Dates	Format	City	Language	Fee (USD)
1–5 Jul 2029	5-day classroom	Jeddah	English	4,750
10–21 Sep 2029	10-day classroom	Dubai	English	8,950
17–21 Dec 2029	5-day classroom	Geneva	English	4,750
14–18 Jan 2030	5-day classroom	Abu Dhabi	English	4,750
8–19 Jul 2030	10-day classroom	Dubai	English	8,950
12–23 Aug 2030	10-day online	Live online	Arabic	5,450
18–22 Nov 2030	5-day classroom	Geneva	English	4,750

Customised and in-house versions of this course are available on request. garnettrainings.com/en/customise/