

ASPIRE™

Consulting and Training Ltd.

AIPLD 3 Day Developing a Learning Organisation

ASPIRE™
TRAINING.ASIA

AIPLD.ORG
ASPIRE INSTITUTE OF PEOPLE LEARNING AND DEVELOPMENT

Influence Empower Success

INTRODUCTION TO ASPIRE

Aspire Consulting and Training Ltd is committed to providing results driven and innovative learning solutions adding true value to all customers to support their growth in people, processes and performance.

Aspire specialises in global consulting and learning, working with multi-national organisations and government departments across the world. We have a reputation for providing high quality bespoke and accredited programmes for our customers to support their leadership teams, strategic thinking and wide range of learning and development programmes to ensure their people are at the forefront of their sectors.

Aspire is a trusted partner to many leading organisations both in the UK and internationally. our focus on ensuring your organisation understands the return on investment it should achieve from the programmes we deliver is paramount to the success of our future relationships with all our customers.

Our unique approach to designing bespoke learning and development solutions for our customers enables us to design, in conjunction with experts in that field, a truly tailored solution that maximises your return on investment. We believe that 'one size fits no one' when designing impactful courses that are focussed on changing the behaviours of individuals to impact on business results/performance.

We deliver a vast number of training programmes with a small selection below to offer a flavour of what we do:

- Becoming Management Material
- Strategic Leadership
- The Art of Influence and Negotiation
- Sales, Marketing and Branding
- Improving the Customer Experience
- Developing a Strategic Business
- Digital Business
- Lean Process Improvement
- Project Management
- Crisis and Risk Management

Below are several organisations we are currently or have supported with their development:

- The Environment Agency
- UNICEF
- Ministry of Transport Vietnam
- Jaguar Land Rover
- Total Cambodia
- Maybank
- Exxon Mobile
- Ministry of Education Oman
- Western Digital
- Malaysian Airways

Our experience and knowledge of different industry sectors offers us a unique position when working with our clients, as we can explore the true heart of the business and build our relationship, your people and your business in a dynamic and proactive way.

PURPOSE OF THE PROGRAM

To keep up with the rapid fluctuations and higher challenges of the 21st century business landscape, organisations must become dynamic and responsive in their approach to learning.

We, as L&D Professionals, need to help our organisations understand learning as a competitive tool and to encourage the paradigm shift that recognises learning, not as a cost but as sound business investment strategy.

This workshop provides an in-depth understanding of a range of concepts relating to the role of Learning and Development within an organisation. It also helps you develop the skills that will increase not only your personal success but also increase your impact within the organisation (or with clients).

It will provide a depth of knowledge and expertise to enable proactive contribution. It will also develop specialist skills enabling you to ensure aligned, integrated, effective and sustained learning at all levels.



ABOUT THE PROGRAM



The course is ideal for:

Learning and Development Managers and Heads of Training who have the overall responsibility for training assessment, design and output within an organisation.

ABOUT THE PROGRAM

Program Objectives

- Gain the skills and tools you need to transform your L&D function, influence strategic decisions and position yourself as a forward-thinking L&D professional.
- Keep your learning current – ensure you keep up with change, new online learning techniques and recent developments in L&D.
- Progress your career – build on existing knowledge and demonstrate your professional capability.
- Prove the impact of L&D in your organisation and learn critical evaluation methods.
- Learn from the experts – be inspired by the experience, knowledge and insights of leading L&D professionals as well as meet like-minded individuals on the course.

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Training Methodology

This highly interactive Aspire training course will involve active participation by all participants through a combination of direct instruction, analysis and evaluation of practical case studies, examples and exercises as well as discussions of current issues, policies, procedures and other “real life” issues arising within the participants’ respective organisations.

Program Summary

The AIPLD certified programme is built on the foundation of a three-day face-to-face workshop supported by blocks of Personal Development and some self-learning. Throughout the Programme each participant will carry out a work-related assignment and keep a Project Diary. Participants will also be required to keep a Reflective Learning Journal of their involvement on the course.

4 DAY COURSE OUTLINE



Day 1

What is the Strategic Intent of Your Organisation?

- How does your L&D fit?
- Understanding your Organisational Learning Framework
- Influencing your L&D Function

Exploring your L&D Strategy

- Understanding your Organisational TNA
- What works best for you?
- What to do with your TNA!

Influencing an Organisational Change

- Examining what 'Fake Work' is
- Exploring Change Strategies
- Managing the Behaviour and Culture in your Organisation

Dissecting Guru's

- Examining the beliefs of Business Gurus and the impact of their influence
- Should they be listened to?

Day 2

Preparing your Teams

- Knowing your Stakeholders
- Developing your Teams for Success

Managing Learning by Understanding and Introducing:

- A Collaborative Learning Cycle
- Self-Directed learning
- Action Learning
- Informal Learning

KOLB

- Understanding his Model
- How does your Strategy fit into the model?
- What next?

Kirkpatrick's Evaluation Model

- How it benefits you using this model
- What do the levels truly mean to your organisation?
- What is MOI?

Day 3

Kirkpatrick Evolved

- What is ROI within Organisational Learning?
- Looking at an ROI model that can produce real results
- How to use the results

Creating 'A Learning Organisation'

- Establishing Key Groups to promote learning
- Facilitating a Learning Culture
- Developing teams to become Architects of Learning

Preparation of Presentations

- Offering a Surgery to help with your presentations
- Preparing the Timetable of delivery

PRICING AND DELIVERY

Our programs

Delivered :

- London – UK
- Bali – Indonesia
- Paris – France
- Berlin - Germany
- Singapore
- Kuala Lumpur - Malaysia
- New York - USA

Times

Start 09.30

Finish 17.00

5 Day program is 35 learning hours

3-Day Program per person (Public Course)

GBP £ 2495.00

USD \$ 3195.00

*All the relevant taxes will be added depending on your country of payment.

- Non-residential cost
- Includes certification from AIPLD on final day
- Does not include hotel, flights and expenses
- Payment to made prior to training
- Each course will have a maximum of 15 delegates

WHY CHOOSE US?

Some ideas come and go and some change things forever. At **Aspire**, we've incorporated the best development techniques into our training so that your people not only come away with specific skills and action plans, but often see things in a different way.

Each of our training programmes set the stage for a game-changing conversation between your people and their managers. Whether they are coming to grips with sweeping changes in the organisation or grappling with the flood of young workers, our programmes give everyone a new point of view that helps and engage like never before.



CONTACT US

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We are fortunate to work with many different types of organisations around the world, working with many blue-chip company's and Ministerial Departments such as Education, Transport and Health in the UK, Oman, Thailand and Vietnam.

We work within manufacturing, retail travel, hospitality, finance and so many more.

So, we understand our clients needs.

