



**PAN  
AFRICAN**  
Learning and Growth Network

*Your Trusted Learning Partner*

## **LEARNING AND DEVELOPMENT ANNUAL CONFERENCE 2025**

Thriving in Complexity:  
Strategies for Supporting  
Employee Development

Artificial Intelligence **[AI]** in  
Learning and Development **[L&D]**



**Sunbird Capital Hotel  
Lilongwe - Malawi**

Conference + Workshop:

**MK1, 450, 000.00**

Conference Only:

**MK1, 000, 000.00**

Workshop Only:

**MK450, 000.00**

VAT Exclusive

Pre-conference Workshop:

**2 Jul 2025**

Two-day Conference:

**3-4 July 2025**

**08:00AM-16:00PM**

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## Overview

In an ever-evolving professional landscape, the importance of learning and development cannot be understated. The world we work in today is marked by unprecedented change, with digital disruption, shifts to hybrid work, and the looming reality of inflation and skill shortages all creating significant challenges for organisations. We are certain you're experiencing these shifts first-hand. As Learning and Development professionals, we are no longer merely tasked with connecting employees to learning opportunities. Instead, we find ourselves at the forefront of employee empowerment, driving continuous learning and development, preparing our people for the future, and helping them grow even amid uncertainty. Reports from reputable organisations such as Gartner, The World Economic Forum, and Josh Bersin allude to a rising breed of agile employees challenging traditional paradigms around jobs, positions, and development. A recent LinkedIn report also highlighted that job skill requirements have evolved by approximately 25% since 2015, and this number is expected to double by 2027. Gartner's 2024 report accentuates the top three strategic priorities for Learning and Development leaders as: Leader and manager development; L&D design and delivery; and skills and growth needs identification. These priorities are driven by an evolving employee-employer relationship, skills shortages, transformative technology, and the pursuit of efficiency.

Given these dynamics, I would like to remind you of the upcoming 2025 Annual Learning and Development Conference, held at Sunbird Capital Hotel on 3 and 4<sup>th</sup> July. This conference promises an enriching platform to stimulate growth and innovation and is dedicated to addressing and solving L&D's most pressing challenges. You'll have the opportunity to connect, share, and explore new strategies for building sustainable, relevant learning experiences for our evolving workforce.

As we step into the 2025 Learning and Development Conference, we will advance beyond merely linking employees to learning opportunities. Progressive L&D functions are now pioneering in empowering individuals to thrive and develop. The pervasive impact of digitisation and automation has underscored the imperative for a skills-based approach to organisational and individual development. Recognising this, thriving companies underscore the vital role of supporting employee development in retaining top talent and fostering a culture of continuous improvement.

Whether you're an HR professional, a training manager, a consultant, or someone invested in L&D, this conference promises to provide you with practical tools, actionable insights, and invaluable connections to help you navigate and succeed in your role. At the conference, you'll also have the opportunity to network, share insights, and learn from case studies from other leading organisations. This is an

invaluable opportunity to not just grow as a professional but also bring back strategies that could potentially revolutionize your organization's L&D approach. We would strongly encourage you to secure your spot as soon as possible for what promises to be an unforgettable learning and development experience. Consider making this a team experience. By strategizing together, your team can make the most of the conference and apply the new knowledge collectively. Ask about our special group discounts! Join us and many other industry leaders at this year's event for an immersive learning journey that promises to deliver not just knowledge, but lasting impact.

### **What will be Covered?**

- Balancing Artificial Intelligence and Human Ingenuity in Learning and Development
- Boosting Leadership Development Through Personal Mastery
- Designing Virtual Learning Spaces for an Enhanced Educational Journey
- Optimising your Learning and Development Budget for Maximum Impact
- Exploring the Impact of Gen Z in the Workplace: Enhancing Learning Strategies for Future
- The Mindset Awakening: The Influence of Mindset on Learning, Development, Performance and Wellbeing
- The psychology of learning
- L&D and talent mobility: leveraging the internal market place through reimagining and redesigning career path opportunities
- Fostering Effective Learning Outcomes: Collaboration Between Consultants and In-House Learning Specialists
- Leveraging Cutting-Edge Technology for Advanced Learning and Development
- Captivating Learners Through Innovative Coaching Techniques
- Learning Metrics - Measuring L&D Impact: A Data-Driven Approach
- Unlocking the Potential: Harnessing Neuroscience for Learning and Change
- Creating a Positive Onboarding Experience: First Impressions Count
- The Significance of Purpose and Meaning in Learning and Development
- Effective Learning Programme Design: Less is More

### **Case Studies:**

- Building Teams that Move at the Speed of Culture
- Global Team Success with Lumina Spark
- Analysing Success: A Case Study on Achieving ROI and Learning Impact in Training

## **Panel Discussions:**

- Leading the L&D Function in a Dynamic Environment
- Navigating the Skills Challenge: Exploring Innovative Approaches in Marketing Learning and Development

## **Why should you attend?**

- Explore real-world solutions to pressing L&D challenges, shedding light on how your peers are adapting and planning for the future.
- Participate in a powerful, two-day exchange of ideas, sharing insights and exploring the construction of sustainable and relevant learning experiences, tailored to the needs of a rapidly evolving workforce.
- Engage in the dialogues that will shape the future of Learning and Development.
- Hear from leading local and international speakers and companies – the conference will feature a plethora of sessions with over 30 speakers across two days.
- Expand your professional network in person! Forge connections and exchange knowledge with other senior L&D leaders from across Africa.
- Focus on your personal development – this event represents a concentrated, efficient opportunity to convene with peers and explore what is new in the industry. Dedicate two days to forward-thinking engagement with your L&D objectives.
- Engage in a blend of presentations, discussions, and round-table conversations. You will have ample opportunity to be involved, share your perspectives, and ask your questions.
- Learn from case studies and shared experiences! Discover what other organisations have learned and are planning. Draw inspiration from fellow professionals and industry leaders worldwide in knowledge creation and exchange.
- Discover new products and services within our intimate exhibition space, intentionally designed to encourage networking and meaningful conversations. This will not be an overwhelming trade show focused on sales pitches. Instead, engage with hand-picked exhibitors ready to provide solutions that enhance the productivity of you and your organisation.
- Participate in hands-on, skill-enhancement workshops that offer practical tools for immediate implementation. Our sessions are designed to be interactive, ensuring personalised attention and effective learning (Limited seating available).

## Who should attend?

Senior leaders responsible for learning and talent development strategies, such as:

- Heads of Learning, Leadership, and Talent Development
- Training Managers and Directors
- Heads of Leadership Development
- L&D Managers/Directors
- eLearning Managers
- Skills Development Managers
- Facilitators, Mentors, Corporate Trainers, and Coaches
- Talent Managers
- Organizational Capacity Managers
- Education Managers
- Training and Education Consultants
- Instructional Designers
- Chief People Officers (CPOs)/HR Directors/HR Managers
- Change Managers
- Corporate University Managers
- eLearning Consultants



### Certificates

On successful completion of this training course, PALGNET Certificate will be awarded to the delegates

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### Fee Includes

Training Materials

Meals & refreshments during the day

### Fee Excludes

Dinner and Accommodation

## **Pre-Conference Workshop: Artificial Intelligence (AI) in Learning and Development (L&D)**

In this workshop, we will explore the exciting field of Artificial Intelligence (AI) and its practical applications in L&D. Whether you are an HR professional, a learning enthusiast, or simply curious about the power of AI, this workshop is for you. One of the key highlights of this workshop is the practical use of AI in L&D through Chat GPT. Chat GPT is an advanced AI model designed to engage in natural language conversations. We will discuss what Chat GPT is and how it can be utilised in L&D initiatives. Moreover, we will guide you on how to effectively use Chat GPT to create engaging and interactive learning content.

By attending this workshop, you will gain valuable insights into the world of AI in L&D and unlock the potential it holds for your organisation. You will leave with practical knowledge and hands-on experience in utilising AI technologies like Chat GPT and Knowledge Platforms to enhance learning and development initiatives. Join us in this immersive learning experience and be at the forefront of the AI revolution in L&D.

### **The following will be covered:**

#### **Introduction to AI**

- What is AI?
- Overview of the different types of AI
- Examples of how AI is used in HR

#### **Practical use of AI in L&D - Chat GPT**

- What is Chat-GPT?
- Discussion on how to use Chat-CPT
- Practical exercise: Using Chat-GPT to create learning content

#### **Practical use of AI in L&D - Knowledge Platforms**

- What are Knowledge Platforms and how do they differ from Learning Management Systems (LMS's)?
- Discussion on how to use Knowledge Platforms
- Practical exercise: Using a Knowledge Platform to create Learner Pathways (Beeline)

#### **Using AI to personalise the learning experience**

- Applying AI to build a personal (and companywide) skills inventory
- Discussion of prompts and recommendations

## CONTACTS



### **Pan African Learning and Growth Network (PALGNET)**

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### **PALGNET Professional Communities and Business Units:**



Institute of Executive Assistants - Africa: [www.iea.palgnet.com](http://www.iea.palgnet.com)



Women of Substance Awards: [www.wosa.palgnet.com](http://www.wosa.palgnet.com)



Learning and Growth Resources: [www.lgr.palgnet.com](http://www.lgr.palgnet.com)



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