

Certified Learning and Development Manager™ (CLDM™)

The Certified Learning and Development Manager (CLDM) program is a globally recognized credential for professionals seeking to lead and manage organizational learning functions effectively. This comprehensive program equips participants with the skills to design, implement, and evaluate impactful learning initiatives that directly support business objectives. With a strong focus on practical application, the CLDM curriculum covers competency mapping, training evaluation models, learning impact assessment, budgeting, and performance measurement, ensuring participants can drive measurable outcomes.

The course is designed to help professionals master the science and strategy behind corporate learning. Unlike general HR or training workshops, the CLDM program provides a structured, strategic framework to design training interventions that are measurable, scalable, and business-focused. Participants will learn to develop L&D strategies aligned with organizational goals, design competency-based programs, and establish systems for evaluation and continuous improvement. This program integrates theoretical concepts with practical tools such as the Kirkpatrick Model, HRCI methods, and ROI analysis. The CLDM program helps you lead with confidence and credibility in modern learning organizations.

What is the role of the L&D Manager?

In the CLDM Certification, you will know what the role of the L&D Manager is and get in-depth in the Learning and Development function within an organization. They are responsible for designing, implementing, and evaluating learning and development initiatives to enhance the knowledge, skills, and performance of employees.

Why Pursue a CLDM Certification?

Earning the CLDM certification equips professionals with strategic and analytical capabilities essential for driving talent development and organizational growth. The key benefits include:

- Designing L&D strategies aligned with business goals and organizational vision.
- Developing competency frameworks and Behaviourally Anchored Rating Scales (BARS) for performance management.
- Planning and managing training calendars and budgets effectively.
- Evaluating training programs using Kirkpatrick's four levels and HRCI-based correlation studies.
- Conducting ROI analysis to demonstrate measurable training impact.

The CLDM program serves as a practical management development program, bridging the gap between HR strategy and operational execution. Participants learn to connect learning initiatives with measurable business results, driving real value across the organization.

Course Outline

Talent Strategy

- Organizational Goals
- L&D Vision and Mission
- Creating & Aligning L&D Strategy with Organizational Strategy.

L&D competency framework

- Exploring different competency models and frameworks
- Aligning the competency framework with organizational goals and strategies
- Creating a Communication Strategy.

Performance Management:

- Goal setting
- Setting KPIs and scorecards
- Performance review
- Performance improvement plans

Learning Strategy Development:

- What is training needs analysis?
- Tools and Techniques for TNA:
 - I. Observation
 - II. Interview
 - III. Group Discussion
 - IV. Feedback from the management, customers, peers
 - V. Questionnaire
 - VI. Focus Group
- Identifying the target audience
- Developing a Training Needs Analysis Report
- Determine the most effective learning methodologies and technologies to address learning needs.

Development Delivery

- Adult Learning Principles
- Preparing learners and Managers for Training.
- Formal and Informal Learning Types

Talent Development and Succession Planning:

- Succession planning strategies
- How to promote continuous learning and professional development opportunities within the organization.

Process Evaluating Impact

- Kirkpatrick Evaluation Model When, What, and How to Measure
- ROI

What you will Learn:

After CLDM Certification completion, participants will be able to:

- Identify L&D contribution to organizational objectives.
- Create learning culture plan.
- Create and Align L&D Strategy with Organizational Strategy.
- Identify Performance Improvement Methods.
- Identify formal and informal learning methods.
- Create individual development plans.
- Use coaching techniques for L&D initiatives.
- Use Kirkpatrick evaluation model to measure L&D initiatives impact

Target Audience:

Designed for professionals who aim to build, lead, or transform learning and development functions in their organizations. The target audience includes:

- Talent Development Specialists seeking structured methods to drive organizational learning.
- HR Executives, L&D Managers, and Training Specialists responsible for training delivery and impact assessment.
- Corporate Trainers and Instructional Designers looking to upgrade to managerial or strategic L&D roles.
- Instructors
- Anyone seeking to enhance their ability to create business-aligned, competency-based, and measurable learning interventions.

Program Features:

- **Format:** In-person
- **Duration:** 5 days, 8 hours/day (40 total hours)
- **Materials:** PDF Handbook, Case Studies, Templates

Prices Include:

- Training Materials
- Lunch and Refreshments during Training
- Delegate Laptop
- Examination Fee
- Access to Learning Resources
- ½ Day Tour to Tourist Attraction Sites
- Airport Pickup and Drop off for International Delegates

Prices Exclude:

- VAT, Dinner and Accommodation.