GSDC
Global Skill Development Council

GLOBAL SKILL DEVELOPMENT COUNCIL

CERTIFIED LEARNING & DEVELOPMENT PROFESSIONAL

TRAINING AND CERTIFICATION

◆ **About Certification**

◆ **Objectives**

◆ **Course Syllabus**

Find out more ⊕ : www.gsdcouncil.org

GLOBAL SKILL DEVELOPMENT COUNCIL

CERTIFIED LEARNING & DEVELOPMENT PROFESSIONAL

GSDC's Global Accredited Certified Learning and Development Manager will give your competencies which are highly useful in recruitment and selection, performancemanagement and succession planning.

LEARNING OBJECTIVES

The high-level learning objectives of Certified Learning & Development Professional course are as below:

◆ **L&D Success Factors -**You will learn to create a frameworkfor successful L&D function and role

◆ **L&D Domain Expertise -**You will learn how to Build strong doma in expertise in L&D

◆ **L&D and Business Alignment -**You will be able to Create competency-based learning roadmaps to drive business outcomes

◆ **L&D Program Design and Development -** You will learn how to Master an effective approach to program design and development

◆ **Effective Partnership -** you will learn best practices on How to Emerge as a trusted advisor to business

◆ You will learn how **competency gaps** are identified using the 360-degree Feedback Technique and competency assessment centers and understand the effectiveness of the same.

◆ Learn how to use **Correlation Studies** to evaluate training.

◆ Learn how to create an **Individual Development** Plan and Developmental Calendar.

◆ Learn how to create **L&D metrics** and get management to buy the training.

Learn from 35 hours of E-Learning videos created by our Subject Matter Experts.

▶ **16 Hours** of expert created video tutorials

▬ **17+ Hours** of industry expert talk series.

✔ Cerify your **achievement.**

↗ Advance your **career**

COURSE SYLLABUS

Introduction :

Training, Development and Education:

- Introduction
- Objectives of Training
- Areas of Training
- Training Drawbacks
- Benefits of Training
- Need for Training
- Types of Training
- Training Risks
- Difference between training, education & development
- Role of T&D in HRD

Training Skills and Techniques:

- Teaching Skills
- Presentation Skills
- Preparing to Teach
- Develop and Deliver Concepts
- Methods in Training
- Training Delivery Methods
- Criteria For Method Selection
- Effective Learning and Teaching Methods

Learning and Learning Styles:

- What is learning?
- Learning Styles
- The Three Representational Modes (TRiM)
- Self, Met cognition, Cognition, Knowledge (SMCK)
- Other Supporting Theories
- Adult Learning
- Principles of Training
- Student Types

Training Policy:

- Policy for Training
- Good Policy Characteristics
- Classification of Policies
- Formulation of Policies
- Factors Influencing Policy Determination
- HR Training and Business Management

Training Need Assessment:

- Training Content for Different Categories of Employees
- Steps for Needs Assessment

Designing Training Plan:

- Learning Objectives
- Requirements of Learners
- Steps for T&D Plans
- Planning Implementation of Training Plan
- Training Room Design
- The Training Procedure

T&D Programs:

- Introduction
- Training at Professional Institutions
- Workers Training Programme
- Supervisory Training & Development Programme
- Training Aids
- Training Media

Competency Based Training:

- Competencies
- Competency Profiling
- Competency-Based HRM Models

New Employee Training:

- New Hire Training
- Purpose of Orientation
- Goals of Orientation Programs
- Types of Orientation
- The Orientation 'Toolkit'
- On The Job Training

Management Development:

- Management Development Introduction
- Requisites for Successful Management Development Program
- Management Development Techniques

Mentoring and Coaching:

- Coaching Employees
- Activity-Mentoring Training
- Workplace Mentoring

Computer Based Training:

- Computer Aided Instruction
- Computer-based Training
- CBT Usage
- Decision Process for CBT Viability
- New Capabilities
- Web-Based Training
- FLEX

Evaluation of Training:

- Concept
- Need for Evaluation
- Principles of Evaluation
- Evaluation Design
- Measuring Training Effectiveness/Impact
- Evaluation Plan
- Evaluation Types and Process
- Warr's Framework of Evaluation
- Kirkpatrick's Four Levels of Evaluation
- Feedback and Assessment
- Evaluating Training-staff Performance
- ROI (Return on Investment) in Training
- Cost Effectiveness
- Justification on Investment
- Evaluation of Management Training
- General Observations

Effective Training and Development:

- Effective T & D
- Assessing Training Effectiveness
- High Yield Training Checklist
- Training for Performance

Train the Trainer:

- Training & Development Specialist
- Role of T&D Specialist
- Skills of An Effective Trainer

Training for Diversity:

- Introduction
- Attitudes
- Diversity Strategies
- Best Practices

GSDC Technical Advisory Board :

The GSDC is the leading certification association which brings together innovative organizations and founding thought-leaders as Technical Advisors from over 40 countries to design curriculum on Blockchain, Devops, Six Sigma & Agile Certifications.

Our Future Information

Target Audience

- L&D Manager, Functional Consultants
- Regional Training Managers
- Senior Trainers, OD Managers, Lead Trainer & Coach
- L&D Principals, L&D Heads
- Training specialists, Freelancers, E-learning Specialist
- Operation Managers, DGM-Training & Development
- CFO, Corporate trainers, senior executive-training

Pre-requisites

There are no prerequisites for attending the course itself. A degree of course completion from our Certified Scrum Trainer makes you eligible for Agile Scrum Master Online Test.

You may also be interested in:

- **Lean Six Sigma**
- **DevOps Practitioner**

"Find Out More Online **Here**"

CLIENTS REVIEW !

Susan Cambell
Company - Capgemini
Designation - L&D Head
★★★★★

"Our team got certified in Learning and Developmentfrom GSDC. really see the difference between the skills and practices they are following now. Very insightful and eyeopening learning "

Claire Smith
Company - EY
Designation - L&D Manager
★★★★★

" GSDC CLDP certification is the best you will ever find in the internet. The eLearning they provide is also good and in-depth with real case studies. My GSDC Certification landsme new job with great position"

Trista Harris
Company - IBM
Designation - L&D Manager
★★★★★

" GSDC Learning & Development Professional certification course comes with eLearning which I liked the most about GSDC and their certification holds real value. My certification gained me new position in my company.

Our Accreditation

The Global Skill Development Council (GSDC) is the leading third-party, Vendorneutral, international credentialing and certification organization. The Global Skill Development Council (GSDC) is proud to be ANSI Accredited Member. The American National Standards Institute (ANSI) is a private, non-profit organization that administers and coordinates the U.S. voluntary standards and conformity assessment system.

ANSI
American National Standards Institute

ABICB

The Global Skill Development Council (GSDC) is the leading third-party, vendor-neutral, Intern-ational credentialing and certification organization. The Global Skill Development Council (GSDC) is proud to be ABICB accredited member.Accreditation Board For International Certification Bodies's accrediation is globally recognized as the highest certification for training institutes as it is an independent autonomous body