

Jak nastavit systém vzdělávání ve firmě

Course code: KORVS

A company without a well-designed employee learning and development strategy loses one of its most important competitive advantages. This workshop presents a comprehensive approach to designing and implementing a corporate learning and development system—from defining the key foundations and competencies, through selecting development tools, to evaluating the effectiveness of learning initiatives.

Who is the course for

This course is designed for HR managers, Learning & Development (L&D) specialists, business owners, team managers, and anyone responsible for the systematic development of people within an organization.

What we teach you

- design a learning and development system aligned with the company's goals and needs,
- align learning and development with company values, processes, and performance,
- define key competencies and work with a competency matrix,
- select appropriate development tools and create a learning and development roadmap,
- establish methods for evaluating the development process and planning follow-up activities.

Teaching materials

Gopas guide book for this course.

Course outline

- Key Foundations of a Learning and Development System
- SWOT Analysis of a New Learning and Development System
- Company Values and Goals and Their Impact on Learning
- Aligning Learning and Development with Business Performance
- Identifying Key Competencies for Development
- Integrating Learning with Other Business Processes
- Using a Competency Matrix as the Foundation for Learning Design
- Goals, Performance, and Business Results as the Framework for Learning
- Defining Learning and Development Objectives
- Selecting Learning Methods and Modern Development Trends
- Creating a Learning and Development Roadmap
- Evaluating the Development Process
- Follow-up Activities After the Completion of Learning and Development Programs

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