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Course : Designing and Implementing a Learning Organization

Turning Learning into a Driver of Sustainable Performance

Practical course - 2d - 14h00 - Ref. OAE

NEW

In an environment marked by accelerating change—technological, organizational, and business-related—companies must continually adapt their skills. The traditional training model is reaching its limits. The most successful organizations are developing work-integrated learning ecosystems that engage managers, HR, trainers, and employees. This training course offers a structured approach to transitioning from a traditional training mindset to an operational and measurable learning organization.

Teaching objectives

At the end of the training, the participant will be able to:

- Defining the Principles of a Learning Organization
- Identifying Challenges and Opportunities for Learning in the Workplace
- Assessing an Organization's Learning Maturity
- Choose learning tools that are tailored to individual needs
- Defining the Roles of Stakeholders in the Learning Ecosystem
- Developing a Deployment Roadmap

Intended audience

Human Resources Managers, Training Managers, Learning & Development (L&D) Managers, HR Business Partners (HRBPs), Skills Development Managers, Instructional Designers, In-House Trainers, HR Transformation Managers.

Prerequisites

None

Course schedule

PARTICIPANTS

Human Resources Managers, Training Managers, Learning & Development (L&D) Managers, HR Business Partners (HRBPs), Skills Development Managers, Instructional Designers, In-House Trainers, HR Transformation Managers.

PREREQUISITES

None

TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more.
Participants also complete a placement test before and after the course to measure the skills they've developed.

1 Identify the Challenges of the Learning Organization

- Analyzing Changes in the World of Work
- Understanding the Limitations of the Training Model
- Defining the Learning Organization
- Identifying Peter Senge's Contributions
- Linking Learning and Performance

Hands-on work

Identify informal learning situations within your organization. Participants map out the moments when learning actually takes place on the job.

2 Structuring Learning Mechanisms

- Distinguishing Between Individual and Group Learning
- Apply the principles of andragogy
- Identify motivational factors
- Promote the transfer of skills to the workplace
- Designing Active Learning Experiences

Hands-on work

Transforming a training program into an active learning experience. Participants adapt existing content to enhance engagement and experiential learning.

3 Assessing Learning Maturity

- Analyzing the Learning Culture
- Assessing the Role of Management
- Review HR practices
- Identify organizational barriers
- Measuring Knowledge Sharing

Hands-on work

Conduct a maturity assessment and define priority areas for improvement. Participants assess their organization using a structured framework and identify priority areas for action.

4 Clarify Roles in the Learning Ecosystem

- Position HR as Architects of Learning
- Expanding the Manager's Role
- Changing the Trainer's Approach
- Empowering Employees
- Structuring Learning Governance

Hands-on work

Create a matrix of roles and responsibilities. Participants analyze current responsibilities and identify areas of organizational ambiguity.

TEACHING AIDS AND TECHNICAL RESOURCES

• The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
• At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
• A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

5 Leverage learning resources

- AFEST
- Mentoring/Tutoring
- Co-development
- Communities of Practice
- RETEX

Hands-on work
Match work situations with appropriate measures. Participants select the most relevant measures based on real-world business scenarios.

6 Designing a Learning Ecosystem

- In-person/online/blended learning
- Social learning
- Microlearning
- Knowledge Capitalization
- Artificial Intelligence and Learning

Hands-on work
Design a targeted learning ecosystem. Participants build a coherent framework tailored to a strategic competency.

7 Implementing a Learning Organization

- Aligning Strategy and Skills
- Structuring Learning Governance
- Engage Managers
- Driving Cultural Change
- Implementing Internal Communication

Hands-on work
Develop a 6–12-month deployment roadmap. Participants identify key milestones, stakeholders, and implementation priorities.

8 Managing Learning Performance

- Measuring the Transfer of Skills
- Define Key Performance Indicators
- Using learning analytics
- Track the impact of the programs
- Implement a culture of continuous improvement

Hands-on work
Develop a performance dashboard. Participants select the relevant metrics to track the actual impact of the actions.

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