



PB INSTITUTE OF RESEARCH AND TECHNOLOGY

P.O Box 21457-00100

Nairobi - Kenya

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Adaptive Advantage: Building An Agile Learning Organization Training Course

Duration: 5 days

On-Site

01 Who Should Attend

- HR directors and managers
- Learning and development specialists
- Organizational development specialists
- Talent management and development leaders
- HR business partners
- Chief Learning Officers (CLOs)
- Change management leaders
- Team leaders and supervisors
- Anyone responsible for managing training and development
- Business consultants specializing in organizational agility



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02 About the Course

In a world of constant change and disruption, an organization's ability to learn and adapt quickly is the ultimate source of competitive advantage. This training course is meticulously designed to equip HR leaders and business professionals with the strategic frameworks and practical tools needed to build a truly agile learning organization. By mastering the core principles of continuous learning, experimentation, and a growth mindset, you can move beyond traditional training models and create a culture where learning is embedded into the daily workflow. This program provides the essential blueprint for a forward-thinking organization that not only survives change but actively thrives on it.

This comprehensive curriculum offers a practical deep dive into the key components of an agile learning culture, from fostering psychological safety to leveraging technology for personalized development. You will learn how to design learning experiences that are iterative and employee-centric, align learning strategies with business objectives, and use data to measure the impact of your initiatives. The course focuses on real-world scenarios and interactive exercises, helping you to build the skills necessary to champion innovation, drive strategic change, and architect a future-ready workforce. By the end of this program, you will not only be proficient in the principles of agile learning but also be prepared to lead a resilient, adaptable, and highly innovative organization.

03 Workshop Objectives

- Understand the strategic importance of an agile learning organization.
- Master a comprehensive framework for building a culture of continuous learning.
- Cultivate a growth mindset and psychological safety in teams.
- Design and implement iterative, employee-centric learning experiences.
- Leverage technology and data to personalize learning and measure impact.
- Align learning strategies with business goals and organizational agility.
- Coach leaders and managers to be facilitators of learning.
- Build a personal toolkit for championing an agile learning culture.

04 Module Topics

Module 1: The Agile Learning Imperative



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- ▶ ??? The link between learning, agility, and business performance.
- ▶ ??? Moving from traditional training to a continuous learning mindset.
- ▶ ??? The role of HR and L&D as catalysts for change.
- ▶ ??? Case studies of organizations thriving with an agile learning culture.

Module 2: Building a Culture of Psychological Safety

- ▶ ??? The foundational role of psychological safety in learning.
- ▶ ??? Strategies for fostering an environment where it is safe to fail.
- ▶ ??? Encouraging curiosity, experimentation, and constructive feedback.
- ▶ ??? The role of leadership in modeling vulnerability and a growth mindset.
- ▶ ??? Linking psychological safety to innovation and team performance.

Module 3: Designing Agile Learning Experiences

- ▶ ??? The principles of instructional design for a digital and agile world.
- ▶ ??? Creating micro-learning, peer-to-peer learning, and social learning.
- ▶ ??? Using agile methodologies (e.g., sprints) in L&D project management.
- ▶ ??? Developing learning paths that are personalized and employee-centric.
- ▶ ??? Integrating learning into the daily workflow and on-the-job training.

Module 4: The Technology and Data Ecosystem

- ▶ ??? Leveraging Learning Management Systems (LMS) and Learning Experience Platforms (LXP).
- ▶ ??? Using people analytics to identify skill gaps and development needs.
- ▶ ??? The role of AI and automation in personalized learning and content curation.
- ▶ ??? The importance of a digital learning hub and knowledge sharing.
- ▶ ??? Measuring the impact and ROI of learning technologies.

Module 5: The Role of the Agile Leader as a Coach



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- ▶ ??? The shift from manager as expert to leader as a coach.
- ▶ ??? Coaching and mentoring teams for continuous development.
- ▶ ??? Fostering a mindset of autonomy and accountability in learning.
- ▶ ??? The importance of giving and receiving candid, constructive feedback.
- ▶ ??? Equipping leaders with the skills to be learning facilitators.

Module 6: Change Management and Adoption

- ▶ ??? A change management framework for a new learning culture.
- ▶ ??? Gaining buy-in from senior leadership and stakeholders.
- ▶ ??? Communicating the value of agile learning to the organization.
- ▶ ??? Overcoming resistance to change and new ways of working.
- ▶ ??? Strategies for embedding agile learning into performance management.