CINPAA | INTERNATIONAL COOPERATIVE FOR TRAINING & CONSULTING

سينبا | التعاونية الدولية للتدريب والاستشارات



Training programme:

Organizational strategic development

Delivered in several cities and dates

OUR INTERNATIONAL PARTNERS:

ISDE Law Business School High Performance Education
Higher Institute of Law and Business (ISDE)

Professional Development Institute
Professional Development Institute

Universidad Camilo José Cela
Camilo José Cela University

SEK EDUCATION GROUP

ISO 29993:2017 Learning services for non-formal education and training

ISO 9001:2015

Organizational strategic development

About the programme:

INTRODUCTION: A primary focus of (OD) organizational development, HR and L&D Professionals is to ensure that the development of personnel provides an effective competitive advantage. In the post pandemic recovery this is now more important than ever. Providing flexible and fully agile solutions using solid organizational development principles, utilizing technology and digital learning, to align learning and development with business strategy, is the key to ensuring competitive sustainable growth. On this highly interactive and engaging "Strategic Organizational Development" training course

Objectives:

Developing participants' skills, knowledge, values and professional approaches in:

a. Understand the strategic role of people development in an organization

b. Maximize technology in providing key organizational development solutions

c. Define and develop key personnel in the organization

d. Apply techniques and workable solutions to develop career paths and organizational competencies

e. Develop strategic talent and succession plans

Target audience:

a. HR/ OD Professionals

b. L&D / Training Professionals

c. Talent Management and People Development Professionals.

Daily programme:

• Day 1: Strategy, Development & Digital Learning

a. Business Strategy: the need for long-term planning for future skills

b. Organizational Development (OD) and the Learning Organization

c. Aligning training and development to meet business objectives

d. Changes in technology and how it influences our learning

e. Impact of Digital Learning: online, virtual, blended and AI

f. Understanding training standards: ISO 9000; ISO ISO29993:2017

• Day 2: Leading and Managing L&D Technology

a. Key factors in developing your Learning Management System (LMS)

b. Online and Virtual development: factors to ensure success

c. E-learning methods: the benefits and drawbacks

d. How to successfully implement Digital Learning

e. Using blended learning approaches: the best of both

f. AI and it's future influence on development and learning

• Day 3: Career Paths and Competency Frameworks

a. Defining Career Paths and Competency in the organization

b. How to successfully develop Competency Frameworks (technical/non-technical)

c. Factors needed in designing Behavioral and Leadership competencies

d. Career path formation: career profession v organizational roles

e. Using technology, software and LMS integration

f. Practical Exercise: Career path and competency assimilation

• Day 4: Developing Key Personnel and Talent

a. Talent management: models, grading, and structures

b. Attract and retain the best

c. Assessment methods: Psychometrics, Behavioral, Competency frameworks

d. Conducting an effective Talent Gap Analysis

e. ABC model and the 9 Box Grid of Talent Management

f. Sustaining the talent pipeline

• Day 5: Strategic Succession Planning and Organizational Capability Review (OCR)

a. Defining your organization 'bench strength'

b. Succession Planning and the OCR process

c. Conducting effective Calibration Meetings

d. Formulating a strategic talent plan for the organization in line with the Business Strategy

e. Communicating the Strategy to the Board and the Company

Training methods and certificates:

Our programmes are built on modern pedagogy that combines theoretical knowledge with practical application, in line with participants' needs and the demands of the workplace. Methods include:

· **Interactive workshops:** analysis of real data and group discussions that strengthen practical understanding.

· **Case studies:** examples from international organisations that highlight real successes and challenges.

· **Realistic simulations:** participants train through professional scenarios that mirror real situations requiring decisions and situation management.

· **Advanced tools and technologies:** hands-on practice with up-to-date training software and tools suited to each field.

Certificates:

On successful completion, participants receive a certificate issued by CINPAA, a training institute officially registered in the European Union, Spain and the United Kingdom.

CINPAA - Cooperative International for Training and Consulting

Our programmes are delivered within academic and professional partnerships, cooperation agreements and memoranda of understanding with a number of academic and professional institutions, including:

• Camilo José Cela University - Spain

• ISDE - Law & Business School - International

• Professional Development Institute - United Kingdom

These partnerships aim to exchange expertise, develop training content and raise programme quality in line with international best practice.

Kind regards,
International Programmes Department
"CINPAA" INTERNATIONAL COOPERATIVE FOR TRAINING & CONSULTING

Course details and registration

Course Details | Registration

Programme	**Organizational strategic development**	Course Title
Language	**English**	Course Language
Venue	**Several cities and dates – see the table below**	Venue
Financial offer	**Sent separately, according to the number of participants and the delivery conditions.**	Financial Offer

Registration and confirmation:

To register, please use one of the following:

a. Complete the programme request form on our website.

b. Or send an email from your training department.

c. Or a nomination letter from your organisation.

Send your confirmation by:

Email	info@cinpaa.org
WhatsApp	+34 635 867 686

Our team is ready to advise on accommodation and logistics before and during your stay.

Planned programme dates:

City	Dates
London, United Kingdom	04 - 08 Jan 2027
Cairo, Egypt	05 - 09 Apr 2027
Madrid, Spain	05 - 09 Jul 2027
Barcelona, Spain	04 - 08 Oct 2027

The programme can be delivered in other cities and on other dates to suit your organisation, at the length you need. The cities are listed on the last page.

سينبا التعاونية الدولية للتدريب والاستشارات | CINPAA – International Cooperative for Training & Consulting

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Scan to save our contact

Cities where we deliver our programmes:

This programme can be delivered in any of the following cities, and elsewhere on request.

Albania Tirana, Saranda	**Australia** Sydney	**Austria** Vienna, Hallstatt, Salzburg / Zell am See	**Azerbaijan** Baku
Bahrain Manama	**Belgium** Brussels, Bruges	**Bosnia and Herzegovina** Sarajevo	**Canada** Toronto, Montreal
China Hong Kong, Shanghai, Beijing, Guangzhou	**Croatia** Dubrovnik	**Cyprus** Nicosia, Limassol, Larnaca	**Czech Republic** Prague
Egypt Cairo, Sharm El Sheikh, Alexandria, Hurghada	**France** Paris	**Georgia** Tbilisi, Batumi	**Germany** Munich, Berlin, Düsseldorf, Frankfurt
Greece Athens, Rhodes	**Hungary** Budapest	**Indonesia** Bali, Jakarta	**Ireland** Dublin
Italy Rome, Florence, Milan, Venice, Como	**Japan** Tokyo	**Jordan** Amman, Aqaba	**Kuwait** Kuwait City
Malaysia Kuala Lumpur	**Maldives** Maldives	**Mauritius** Mauritius	**Montenegro** Budva, Kotor
Morocco Casablanca, Marrakech, Tangier, Rabat	**Netherlands** Amsterdam	**Oman** Muscat, Salalah	**Philippines** Manila
Poland Krakow, Warsaw	**Portugal** Lisbon, Porto	**Qatar** Doha	**Russia** Moscow
Saudi Arabia Riyadh, Jeddah, Dammam	**Serbia** Belgrade	**Slovenia** Ljubljana	**South Korea** Seoul
Spain Madrid, Barcelona, Valencia, Alicante, Benidorm, Malaga / Marbella, San Sebastian, Granada, Cordoba, Canary Islands, Seville, Bilbao	**Switzerland** Geneva, Luzern, Zurich, Interlaken, Zermatt, Lugano	**Thailand** Bangkok, Phuket	**Tunisia** Tunis
Turkey Istanbul, Antalya, Trabzon, Bursa, Izmir, Bodrum, Antakya (Hatay)	**United Arab Emirates** Dubai, Abu Dhabi	**United Kingdom** London, Edinburgh, Manchester, Birmingham	**United States** Miami, New York, Los Angeles, Washington