



**MOMENTS**  
TRAINING & CONSULTANCY LIMITED  
LEARN • GROW • ACCELERATE

# THE RESOURCEFUL LEARNING & DEVELOPMENT PROFESSIONAL



## PREAMBLE

The importance of learning and development in modern organisations needs no farther emphasis. Aligning learning efforts with business strategy is imperatively a key success factor.

This program focuses on advancing the values of a High Impact Learning Organization (HILO) where the L&D professional effectively engages in "need finding," maintaining an eternal ear on the ground, sensing where patterns and trends could be leading.

The program is aimed at equipping L&D professionals with the capacity to predict the "seeds of needs" which could be getting ready to sprout and initiate proactive steps to support emerging learning needs necessary to catapult the business into prosperity.

Conceptualized and designed on various reputed L&D frameworks, this program redefines talent development through defined competencies and skills which when horned together create a top-of-the-notch L&D expert. The program strives to merge the learning cycle with the Plan, Do Evaluate approach embedding quality management concepts and principles.

## DURATION : 6 DAYS

## LEARNING PEDAGOGY

A mix of different learning methodologies that will deliver a powerful - high impact program such as:

- ① Visualization
- ② Audio & Video Learning
- ③ Scenario Analysis
- ④ Interactive Exercises
- ⑤ In Tray Exercises
- ⑥ Knowledge Sharing
- ⑦ Inquiry-based instruction

## PROGRAM OUTLINE

### Needs Analysis

- ➔ Strategic, rigorous process of conducting organizational, functional, and individual learning needs analysis to inform the succeeding steps in the learning cycle.
- ➔ Alignment of business strategy, long terms and short-term goals through a framework that brings desirable outcomes for the organization from the combination of learning solutions proposed.

### Systems & Learning - Technology Application

- ➔ Appreciating the numerous learning technologies.
- ➔ Employing technologies to digitise learning.
- ➔ The Learning Revolution facilitated by Technologies.



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## Instructional Design

- ➔ Formulating, developing & designing brain friendly learning and experiences using a variety of methods that make learning inspiration and interesting enticing learner curiosity to participate and add value to the learning objectives and outcome.
- ➔ Using modern methodologies to design receptive byte size learning using blended learning approach.

## Training Delivery & Facilitation

- ➔ Offering untraditional and traditional learning solutions through engaging and effective means.
- ➔ Drawing participants in creating, discovering, and applying learning insights
- ➔ Making learn fun and give an enjoyable experience by using social learning, action learning and experiential learning principles.

## Evaluating Learning Impact

- ➔ Employing the balanced scorecard approach to learning solutions to evaluate the delivery of quantitative and qualitative key performance indicators. A unique approach to have realistic appreciation of learning in the organization.
- ➔ The applicability and effectiveness of the various evaluation methodologies.

## Coaching & Mentoring

- ➔ Unleashing individuals' potential to deliver desirable performance outcomes
- ➔ Adopting orderly processes to energise people's capacities to set goals, initiate, and take full advantage of their strength
- ➔ Designing formal Coaching and Mentoring Programs in the organization to support operational efficiency, leadership development, succession planning and talent management.

## Managing Learning Programs

- ➔ Offering guidance to implement the company's people strategy.
- ➔ Ensuring buy-in from key stakeholders for learning programs when executing learning projects and activities.

## Knowledge Management

- ➔ Seizing, dispensing, and archiving intellectual assets to inspire sharing of knowledge and collaboration.
- ➔ Deploying mechanisms to initiate & strengthen a learning culture.
- ➔ Strategizing to use the knowledge and experience of the aging workforce through learning and development solution.

## Career & Leadership Development

- ➔ Implementing an enduring organizational development strategy.
- ➔ Ensuring a successive pipeline of leaders exists.
- ➔ Implementing Supervisory, Management and Leadership Development Solutions.

## Performance Improvement

- ➔ Harnessing structured methods for examining human performance gaps and mitigating the same.
- ➔ Linking learning solutions directly to performance parameters to impact the quality management and assurance culture in the organization.

## Integrated Talent Management

- ➔ Developing an institution's culture, competence, ability, and engagement via talent acquisition and staff development.
- ➔ Executing talent management initiatives intended to drive the attainment of organisational goals.

## Change Management

- ➔ Employing organised processes to transform people, teams, and companies from their present state to one that is longed for.
- ➔ Creating the capacity to foresee and prepare for transformation.
- ➔ Supporting Change Management Projects through learning solutions to catalyse change and impact mindsets for early adoption of the new order.



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