

Training Industry Senior Leaders Program Module Breakdown

The [Training Industry Senior Leaders Program](#) takes a blended learning approach that combines thoughtful, self-paced prework with engaging, application-based live sessions to support lasting growth for L&D leaders, preparing you to step into executive roles over the course of five months.

Designed to strengthen both strategic capabilities and practical leadership skills, this program offers a balance of independent exploration, peer collaboration and real-time problem solving. After registering, you'll gain access to the learning management system (LMS), where you'll complete prework assignments, collaborate with your cohort and prepare for the live sessions.

Review the module breakdown below to learn more about the topics and experiences that will shape your journey.

Module 1 | Introduction

Build foundational connections, set expectations, and orient yourself to the course structure and community.

- ♦ Introductions and relationship-building within your cohort
- ♦ Understanding your learning journey ahead
- ♦ Overview of course logistics and expectations
- ♦ Exploration of individual roles and organizational contexts

Core Curriculum | Modules 2-8

Module 2 | Managing a High-Performing Training Function

Develop a strategic mindset by aligning L&D goals with organizational priorities and crafting a compelling vision.

- ♦ Strategic planning fundamentals
- ♦ Aligning L&D with business outcomes
- ♦ Vision and mission development for L&D
- ♦ Influencing executive stakeholders
- ♦ Navigating competing priorities

Module 3 | Executive Presence, Communication and Influence

Enhance your leadership impact through confident presence, strategic communication and stakeholder alignment.

- ♦ Key components of executive presence
- ♦ Influencing through effective communication
- ♦ Stakeholder engagement strategies
- ♦ Tailoring messaging for senior audiences
- ♦ Promoting L&D's value internally

Module 4 | Building and Leading High-Performing Teams

Explore the structures, skills and leadership behaviors that drive high-performing training teams.

- ♦ Team structure and design in L&D
- ♦ The [eight process capabilities](#) of a great training function
- ♦ The [Training Process Framework](#)
- ♦ Talent acquisition and development
- ♦ Supplier and partner management
- ♦ Performance and productivity alignment

Module 5 | Data-Driven Decision Making

Use data as a strategic tool to drive insight, evaluate effectiveness and support L&D initiatives.

- ♦ Building a learning data ecosystem
- ♦ Metrics and measurement frameworks
- ♦ Tools and platforms for data analysis
- ♦ Using data to inform decision-making

Module 6 | Financial and Business Acumen

Strengthen your ability to interpret financial information and make informed decisions that support business goals.

- ♦ Core financial principles and terminology
- ♦ Budgeting and forecasting in L&D
- ♦ Cost-benefit analysis techniques
- ♦ Funding models and resource planning

Module 7 | Change Management

Learn to lead through change by leveraging training to support transformation and drive culture shifts.

- ♦ Principles of organizational change
- ♦ Creating a learning culture
- ♦ Change readiness and assessment tools
- ♦ Communication during times of change
- ♦ Strategies for supporting transitions

Module 8 | Leveraging Learning Technologies

Gain learning tech fluency and explore strategies for building an integrated technology ecosystem.

- ♦ Technology selection and evaluation
- ♦ Trends in learning technology innovation
- ♦ AI and automation in L&D
- ♦ Adoption and integration strategies

Module 9 | Capstone (Business Simulation Through Advantexe)

Put everything into practice through a realistic business simulation focused on strategic thinking and decision-making.

- ♦ Hands-on application of course concepts
- ♦ Real-time decision-making in a simulated business environment
- ♦ Strategic, team-based problem-solving
- ♦ Final reflection and debrief

Module 10 | Driving Your Career and the Future of Learning

Plan for long-term success by exploring future trends and defining your professional trajectory in L&D.

- ♦ Trends shaping the future of L&D
- ♦ Continuous learning and professional growth
- ♦ Networking and thought leadership
- ♦ Forecasting industry evolution
- ♦ Course wrap-up and forward planning

Each module includes a mix of learning experiences that may include the following:



Live Sessions



Self-Assessments



Discussions



Practice Applications



Job Aids



Business Simulations

2 Weeks

Module 1

Introduction

Core Curriculum
3 Months

Modules 2-8

Strategic
Leadership & Vision

Executive
Presence,
Communication
& Influence

Building & Leading
High-Performing
Teams

Data-Driven
Decision Making

Financial &
Business Acumen

Change
Management

Leveraging
Learning
Technologies

2 Weeks

Module 9

Capstone Business
Simulation

2 Weeks

Module 10

Future of the
Industry

Earn Your Certificate

Ready to Lead
With Impact

Still have questions?

Email us at courses@trainingindustry.com,
or schedule a consultation with one of our professional development directors.

LEARN MORE

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