



TRAINING INDUSTRY SENIOR LEADERS PROGRAM

A Cohort-Based Executive Development
Experience For L&D Leaders

Gain the strategic mindset, executive presence, and business acumen founded on research-based best practices and focused on the senior leader role. Completing this program signifies your ability to lead with confidence at the executive level and drive measurable organizational impact.

WHAT IS THE TRAINING INDUSTRY SENIOR LEADERS PROGRAM?

The **Training Industry Senior Leaders Program** is an elite, cohort-based program that delivers a modern, business-focused leadership experience. This senior-level program equips you with the mindset, tools and network to rise to the C-suite and redefine learning's role in business. Through interactive discussions, case studies and practical exercises, including a high-fidelity business simulation, you'll build the leadership capabilities needed to operate confidently at the executive level.



5 MONTHS



CERTIFICATE
AWARDED



VIRTUAL



NETWORK OF
FUTURE LEADERS



ENGLISH
LANGUAGE

COURSE OBJECTIVES

After completing this program, you will gain:



A powerful **peer network** of current and future senior L&D leaders.



Frameworks to lead organizational change and foster innovation.



Executive presence, mindset and communication skills to operate as a strategic partner.



A **bold, future-focused** approach to strategic L&D that drives business impact.



Skills in financial acumen, data-driven decision making and business alignment.



Confidence and credibility to use data, influence and business acumen to deliver measurable results.

WHO IS IT FOR?

Unlike other executive programs, this program goes beyond L&D best practices and academic theory. It's designed to position you as a strategic business partner leading a core business function, with the tools and insights to apply learning in real-world business contexts.

WHO SHOULD ENROLL IN THIS COURSE?



THIS COURSE IS IDEAL FOR:

- Experienced L&D professionals ready to expand their impact and influence.
- Learning leaders managing teams, budgets or enterprise-wide initiatives.
- Mid- to senior-level L&D leaders preparing for executive roles.
- Current chief learning officers (CLOs), chief talent officers, vice presidents and other senior learning and talent executives.



You'll be recognized as a business leader who happens to work in L&D, not just an L&D professional in a business role."

Upon completion, you'll gain the advanced capabilities, business fluency and leadership presence needed to run a high-impact learning function aligned with enterprise strategy.

WHY TAKE THIS COURSE?



Boost executive presence and influence



Build business acumen to deliver measurable results



Lead organizational transformation



Join a powerful executive L&D cohort



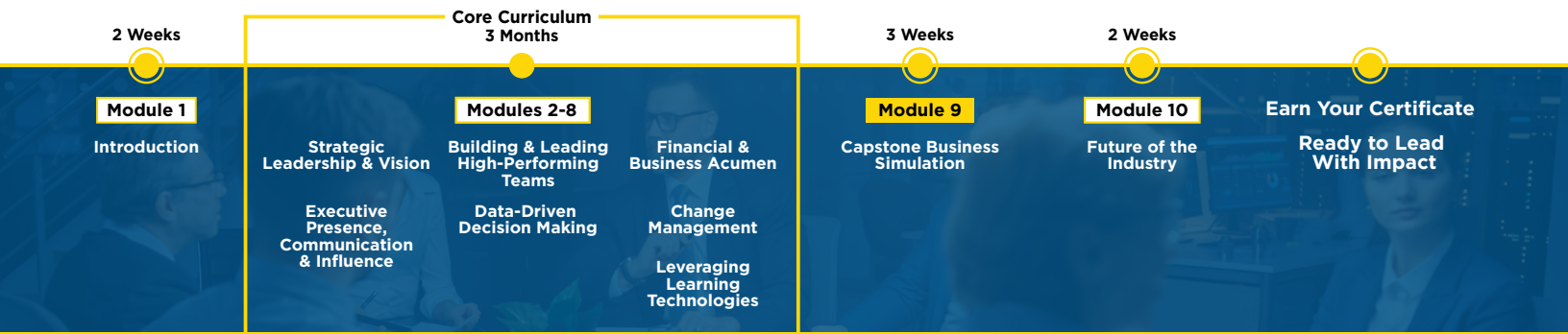
Shape future-ready learning strategies



Directly apply insights in a realistic business simulation

PROGRAM PROCESS

Over five months, you'll progress through 10 modules that blend self-paced preparation with immersive, application-driven live sessions — all designed to equip you for enterprise-level leadership in L&D.



Live Sessions



Self-Assessments



Discussions



Practice Applications



Job Aids



Business Simulations



WEEKLY LEARNING & APPLICATION

Engage weekly in executive-level assignments that challenge conventional thinking, encourage real-time application and foster collaboration with peers.



BI-WEEKLY LIVE SESSIONS

Participate in 2- to 3-hour virtual sessions every two weeks, designed to accelerate your readiness for enterprise leadership and expand your influence across the business.



CAPSTONE BUSINESS SIMULATION

Apply and synthesize your learning through a high-fidelity business simulation, applying strategic, financial and operational concepts in a low-stakes, high-impact environment that mirrors the complexities of executive decision-making.



GUEST SPEAKERS & INSIGHTS

Learn from accomplished guest speakers — executive leaders and industry experts who bring real-world perspective and insight into the evolving role of the CLO.



COURSE CURRICULUM: MODULE OVERVIEW

Week 1-2

Module 1 - Introduction

Kick off the program by connecting and building relationships within your cohort of current and future leaders through the Intrepid cohort platform. As you collaborate, you'll gain clarity on expectations, roles and organizational contexts that will shape your learning experience.

Week 3-4

Module 2 — Strategic Leadership and Vision

Develop a strategic mindset by aligning L&D goals with business outcomes and crafting a vision that earns executive support.

Week 5-6

Module 3 — Executive Presence, Communication and Influence

Build credibility and impact through executive presence, strategic communication, and tailored messaging that highlights L&D's value and enhances your leadership impact.

Week 7-8

Module 4 — Building and Leading High-Performing Teams

Discover the structures, skills and leadership practices that drive high-performing, results-oriented training teams, from the eight process capabilities of great training organizations to the Training Process Framework™ and more.

Week 9-10

Module 5 — Data-Driven Decision Making

Leverage data to evaluate impact, guide decision-making and demonstrate training's business value.

Week 11-12

Module 6 — Financial and Business Acumen

Strengthen your ability to interpret financial information, manage budgets and align investments to make informed decisions that support business goals. You'll gain core financial

principles like cost-benefit analysis techniques, funding models and resource planning.

Week 13-14

Module 7 — Change Management

Learn to lead with agility by using training to support organizational transformation, readiness and cultural adoption.

Week 15-16

Module 8 — Leveraging Learning Technologies

Gain fluency in learning technologies and tools and explore strategies for building an integrated technology ecosystem. You'll also explore key trends in learning tech innovation, including the use of artificial intelligence (AI) and automation in L&D.

Week 17-18

Module 9 — Capstone (Business Simulation Through Advantex)

In the final weeks of the program, you will participate in an immersive business simulation that replicates the challenges of leading a training function.

Across two simulation rounds, you and your peers will participate in hands-on application of course concepts, make strategic decisions, analyze outcomes and adapt approaches in real time. Each round concludes with a guided debrief where you'll refine your leadership, strengthen problem-solving skills and build confidence to lead L&D in complex business environments.

Week 19-20

Module 10 — Driving Your Career and the Future of Learning

The last step of the program is focused on your individual growth and long-term career development. You will synthesize insights from the modules and simulation, explore the trends shaping the future of L&D, define your leadership trajectory and create an actionable plan for continuous growth and influence. This final step ensures you leave prepared not only to shape your organization's success but also the future of the learning profession.



PLAN WITH CONFIDENCE

Explore the live session dates for the upcoming cohort or connect with our team to ensure the program fits your schedule.

[VIEW COHORT LIVE SESSION DATES](#)

[SCHEDULE A CALL](#)

EXPERIENCE AN EXECUTIVE-LEVEL SIMULATION

A highlight of the Senior Leaders Program is the capstone business simulation, developed in partnership with Advantex, a global leader in experiential learning. This simulation gives you a rare opportunity to step into the role of a L&D executive to make real time decisions and immediately see the impact on the business. You'll apply everything you've learned to manage competing priorities, allocate resources, interpret financial data and respond to complex challenges, all in a risk-free environment.

WHY IT MATTERS

Business simulations are typically used in MBA programs and executive education settings. Including one in this program reflects our commitment to providing an experience that mirrors the real-world complexity of senior leadership and prepares you to lead with clarity and confidence. You'll walk away with a systemic view of how each talent decision influences revenue, costs and growth; thus, sharpening your ability to lead with clarity and confidence.



FACULTY & PARTNERS

INSTRUCTOR



ANN STOTT, CPTM

Training Industry Senior Leaders Program Instructor

Ann brings over 25 years of extensive experience in L&D. With a unique background that spans both the buy-side as a chief learning officer and the supply-side, as vice president of strategic account sales, Ann has in-depth insight into what makes learning teams successful. She excels at aligning learning with stakeholder needs, focusing on metrics that matter and ensuring alignment with organizational goals. Ann has built centralized centers of excellence and has hands-on experience in every role within learning, from facilitator to instructional designer to training manager. Currently, Ann serves as a leadership coach for learning professionals, helping them build teams that drive lasting impact.

GUEST SPEAKERS



ALAN CHURCH, Ph.D.

Managing Partner Maestro Consulting, LLC. and Former Senior Vice President of Global Talent Management PepsiCo

With more than 35 years of experience in corporate executive positions and consulting roles, Dr. Church is a recognized thought leader in talent management and organizational psychology. As managing partner of Maestro Consulting, he works with C-suite clients, boards and senior executives on leadership development, executive feedback and talent strategy. Previously, Dr. Church spent over two decades at PepsiCo, most recently serving as senior vice president of global talent management, where he shaped enterprise-wide leadership and development strategy. A fellow of several professional associations, he has authored seven books and 200+ publications, including “The High-Potential’s Advantage” and “The Handbook of Strategic 360 Feedback.”



JD DILLON

Chief Enablement Architect, Axonify and Author of “The Modern Learning Ecosystem”

JD brings 25 years of experience leading operations and L&D at Disney, AMC and Kaplan, becoming a recognized authority on performance enablement and a passionate advocate for improving the employee experience. As chief enablement architect at Axonify, he develops learning services that empower over 4 million front-line workers worldwide to perform at their best. A sought-after speaker, author and advisor, he specializes in ecosystem strategy and AI-enabled practices through LearnGeek. JD’s latest book, “The Modern Learning Ecosystem,” offers a practical, and relatable perspective on L&D’s evolving role in today’s workplace.



TIFFANY POEPELMAN

Talent Management Director at Hubspot

With extensive experience in talent management, organizational psychology and talent development, Tiffany has held senior roles at global technology companies including LinkedIn, Google and HubSpot. She has built and scaled programs that drive leadership effectiveness, support workforce transformation and foster employee growth. Known for her ability to bridge strategy with impactful executive communication, she partners with senior leaders to shape organizational culture and unlock high performance. A recognized speaker and advocate for the application of psychology in business, Tiffany equips organizations to thrive in today’s dynamic environments.

PARTNERS



Intrepid is an award-winning cohort learning platform that empowers organizations to connect, practice, and upskill at scale. Designed for today's evolving workplace, Intrepid enables companies to tackle mission-critical challenges and stay competitive by fostering collaboration, engagement, and real-world application. Its platform enables learners to apply knowledge immediately, engage with peers, and build networks that last beyond the course. With scalable, flexible solutions that drive smarter teams and stronger organizations, Intrepid makes learning stick. Learn more at <https://www.intrepidlearning.com>.



Advantex is an award-winning developer of business simulations and talent development solutions that empower individuals and organizations to build critical business acumen, leadership, and strategic thinking skills. By combining immersive learning design with the latest advances in AI, Advantex helps global organizations prepare their leaders to win in dynamic, competitive markets. With decades of experience and a proven track record of innovation, we deliver scalable programs that transform learning into measurable business impact. Learn more at <https://www.advantex.com>.



WHAT'S NEXT?

Upon course completion, you will be awarded a certificate of achievement and a digital badge to designate your expertise in executive-level L&D with your network on social media. You'll maintain access to materials, activities, templates and decision-making tools to use in your personal executive journey. There will also be additional opportunities to continue supporting your growth, including an optional in-person gathering at our annual conference and ongoing virtual networking through a private group forum.

WHAT'S THE COST?

The Training Industry Senior Leaders Program costs \$7,995, which includes:

- Access to digital learning materials and resources (e.g., readings, videos, podcasts, assignments, discussion boards, templates and more)
- Participation in interactive business simulation
- Participation in live, virtual sessions that fit your schedule
- An awarded certificate

Click [here](#) to browse the next available cohort session dates and times.

REGISTER NOW

CONTACT US

LEARN MORE



In partnership with [Intrepid](#) and [Advantexe](#).



WHY DID TRAINING INDUSTRY CREATE THIS PROGRAM?

The Training Industry Senior Leaders Program was created to meet a growing need in the L&D field: the demand for leaders who are not only experts in learning but who also think and operate like business executives. While 50% aspire to the CLO level, fewer than 1% reach it, according to Training Industry research. This program is designed to help you become part of that 1%. As organizations look to L&D to drive strategic growth, senior learning leaders must be equipped with the mindset, skills, and tools to lead transformation and demonstrate impact at the enterprise level. This program bridges that gap by preparing participants to step confidently into executive roles and elevate the influence of learning across the business.

ABOUT TRAINING INDUSTRY COURSES



More than 3,500 L&D leaders across **50+ countries** annually complete a Training Industry course.



61% of participants hold managerial-level roles or above in L&D.



Over 3,500 L&D professionals have earned the CPTM™ certification through Training Industry.



Training Industry Courses earn an average satisfaction rating of **4.86 out of 5** across all programs.



TRUSTED BY WORLDWIDE ORGANIZATIONS



INTERACTIVE EXPERIENCE



RANGE OF TOPICS



GLOBAL LEARNERS

WHAT TO EXPECT FROM TRAINING INDUSTRY COURSES



Research-based courses



Instructors with expertise



Engage with a community of peers



Focused on the learning leader



EARN RECERTIFICATION CREDIT

This Training Industry certificate is valid for **45 PDCs** for the SHRM-CP or SHRM-SCP.

This program is eligible for **45 APTD and CPTD** recertification points from the ATD Certification Institute. The amount indicated is the maximum number of recertification points a participant can receive for this program.

This Training Industry certificate **completes the bi-annual CPTM** recertification credit hour requirement.



Ready to get started?

REGISTER NOW

SCHEDULE A CONSULTATION

VIEW MORE COURSES