

TRAINING INDUSTRY'S SENIOR L&D

LEADER COMPETENCY MODEL™ GUIDE

The Training Industry's Senior L&D Leader Competency Model™ was developed to define the executive-level responsibilities and capabilities required of [senior learning and development \(L&D\) leaders](#). Built through internal research, practitioner feedback and industry validation, the model provides a practical framework for leading learning as a strategic business function.

SENIOR L&D LEADER COMPETENCY MODEL AREAS

The Senior L&D Leader Competency Model outlines seven core responsibility areas that define effective leadership at the executive level of the learning profession. Within each responsibility are competencies that support success across each responsibility and help position learning as a strategic driver of organizational outcomes.

SENIOR L&D LEADER COMPETENCY MODEL



SENIOR L&D LEADER COMPETENCY MODEL CORE RESPONSIBILITIES

1

The first core responsibility of a senior learning leader is strategic alignment of learning strategy with enterprise goals and business priorities.

2

The second core responsibility is executive influence through relationship building, executive presence and stakeholder engagement.

3

The third core responsibility is financial management of learning investments, budgets and organizational resources to maximize business impact.

4

The fourth core responsibility is learning function oversight to ensure innovation, alignment and measurable organizational impact.

5

The fifth core responsibility is technology and resource management required to support scalable, future-ready learning ecosystems.

6

The sixth core responsibility is team leadership through inclusive leadership, people development and operational accountability.

7

The seventh core responsibility is change leadership to support organizational transformation, resilience and readiness for change.

USING THE MODEL

The Senior L&D Leader Competency Model is designed to support the professional growth and effectiveness of senior learning leaders. Organizations can use the model to clarify executive expectations, guide succession planning and strengthen the strategic role of learning within the enterprise.

Individual leaders can use the model to assess strengths, identify development opportunities and create targeted professional development plans. The framework also serves as the foundation for the [Training Industry Senior Leaders program](#), which is designed to help experienced practitioners develop the strategic, financial and leadership capabilities required at the executive level.