



Program Overview

Certified Learning and Development Manager

TRAINING

KNOWLEDGE

SKILLS

LEARN

handover

Efficiency ... from Hire to Retire

Handover Consulting ...

“Handover Consulting was initiated to partner with companies across the Middle East and provide them with unique and competitive consulting solutions to address their Recruitment and Human Resources challenges. Our team of specialists has been engaged with a number of multinational, regional, and local establishments and accordingly bring along solid operational and consulting capabilities in their areas of expertise.

Our vision for Handover Consulting is to become one of the leading and trusted consulting partners in Recruitment and Human Resources serving small, medium, and enterprise firms across the Middle East.

We would be honored to have the opportunity to be part of your successful future and for you to be part of our successful stories. We would love to provide you with more details on our services.

Please do not hesitate to contact us for further details or enquiries.”

Ali S. AlJa'bari
Founder and CEO



Program Highlights ...

- **Program Overview:** The Certified Learning and Development Manager (CLDM) program aims at educating and coaching (with practical examples) participants about different aspects related to Learning and Development Management. At the end of the program you will be able to more effectively assess Learning and Development needs in your organization and accordingly develop a solid Learning and Development strategy.
- **Simple Certification Process:** The program comprises of 2 days of training workshop on the different types and aspects related to Learning and Development Management. Afterwards, participants are requested to apply the learned concepts and approaches into a practical project which upon successful evaluation would qualify them with the internationally recognized title Certified Learning and Development Manager (CLDM).
- **Delivered by HR SME Consultants:** The program is delivered by extensively experienced HR Consultants of **Middle Earth HR**, one of the largest specialist training, education and knowledge support companies for HR professionals worldwide and is considered to be the world's 7th largest HR Training firm.
- **International Accreditation:** The Certified Learning and Development Manager (CLDM) certificate is internationally accredited by **Carlton Advanced Management Institute (CAMI)**, a global research body operating in the United States with the objective of conducting researches and development of special subjects in Human Resources.



Advantages of the program ...

- **Comprehensive Course Material:** During the program you will be provided with a comprehensive information packed courseware which will be easy to re-use, reference, and share at the workplace or at home.
- **Networking Opportunity:** The program will be attended by many senior and junior HR professionals from various locations and industries. During the program, you will have the opportunity to network with these HR professionals and understand the types of Learning and Development Management issues and practices used in their environment.
- **Consulting Opportunity:** As the program will be delivered by extensively experienced HR Consultants, you will have the opportunity to discuss, consult, and relate to Learning and Development Management issues at your work place and understand how such issues would be resolved.
- **Learning Best Practice Approaches:** Throughout the program, you will have the opportunity to learn various concepts related to Learning and Development Management as well as best practice approaches on how to build effective Learning and Development strategies.
- **Professional Branding:** After successfully completing the program, you will have the opportunity to brand yourself with the title Certified Learning and Development Manager (CLDM).
- **HRCI Re-Certification Credit:** the Certified Learning and Development Manager program has been pre-approved by HRCI for recertification credit hours. You can utilize the Certificate of Attendance to claim credit hours for the recertification of any of HRCI's certificates (aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™, SPHRi™).



A simple and practical certification program ...

- The program is designed in a simple approach which ensures educating participants with the subject's concepts and best practices and testing their understanding through their successful completion of a practical project.

Training Workshop

- 16 hours of training workshop (2 full training days).
- The Course Outline, highlighted in the next slide, will be delivered in the workshop
- Practical examples will be provided throughout the workshop.
- Team activities will be assigned.
- Best practice concepts and approaches related to Learning and Development will be provided.

Guided Project

- 2 to 3 project options will be provided at the end of the training workshop through which participants will reflect their understanding and ability to apply the concepts of the learned material.
- Participants need to submit the project within 60 days.
- Participants will be provided with sample projects for reference.



Certified Learning and Development Manager (CLDM)



Course Outline to be delivered in the Training Workshop ...

- Below is the outline of the course that will be delivered during the Training Workshop:

Module 1 : Competency Basics and Mapping	Module 2: Competency Assessment	Module 3: Training Design
<ul style="list-style-type: none"> What is Competency Competency Iceberg Model Why Competencies Classification of Competencies Competency Measurement Creating a Competency Maps 	<ul style="list-style-type: none"> Competency Assessment Basics Gilbert's Model for Individual Diagnosis Training Needs Analysis Assessment Center Types of Assessment Center Techniques Steps in Running an Assessment Center 	<ul style="list-style-type: none"> Training Design Steps Setting Learning Goals Assess Modes Designing Training
Module 4: Developmental Evaluation and ROI	Module 5: Management Buy-In	
<ul style="list-style-type: none"> Training Evaluation and Follow-Up Four Levels of Kirkpatrick Training Evaluation Process Calculation of Return on Investment Assessing Organizational Impact 	<ul style="list-style-type: none"> Perceptual ladder Buy-In Model 	



What Participants said about the CLDM program ...



"Very useful program. I learned new topics (Competency Mapping and ROI)."

Safa'a Qawabaa
Sr. Unit Head (Training and Development), Al Rajhi Bank



"The program was very rich with new information. The trainer was very knowledgeable and the preparations were excellent."

Mohammad Okour
Sr. Training Officer, The Arab Insurance Institute



"A very informative training. Interactive, informative, and covered the knowledge needed for L&D professionals."

Reem Al Tawarah
L&D Assistant Manager, Samsung Electronics



"The program was informative and enriched with practical examples and hands-on activities."

Zeina Fayoumi
Head of Organization Development, Al Hamraa Girls School



"The program was very interesting, interactive, and useful. It will have a great reflection on improving my work."

Mohammad Jameel
Training and Development Manager, Arab Potash



"It was a really fantastic program. All my expectations were met at the end of the program."

Vimal Nath
Technical Training Manager, Nokia



"A good program with lot of focus and exposure to practices. It was well trained and properly facilitated."

Rahul Pal
VP Learning and Development, JP Morgan



"I was very happy with the program and the delivered topics."

Alicia Pascua
Assistant Learning and Development Manager, Jumeirah Group



The CLDM Program is delivered by extensively experienced HR Consultants ...



Nitin Sanker

Founder & Managing Director – Middle Earth HR

Qualifications

- Bachelor degree in Computer Science
- Master degree in Business Administration (MBA)

Delivered Programs with Middle Earth HR

- Certified Strategic Compensation Specialist (CSCS)
- Certified Compensation and Benefits Manager (CCBM)
- Certified Talent Management Analyst (CTMA)
- Certified Learning and Development Manager (CLDM)
- Certified Instructional Designer (CID)
- Certified Organization Development Analyst (CODA)
- Certified OD Intervention Professional (CODIP)
- Certified HR Analytics and Metrics Professional (CHAMP)
- Certified OD Human System Intervention Specialist (CODHSI)
- Certified Advanced Training Techniques (CATT)

Areas of Expertise

Nitin has around 30 years of extensive experience in HR Consulting, Training and Talent Development. He has trained, coached, and provided consultation services to clients across Asia, Middle East, and USA. Below is a list of his key areas of expertise:

- HR Process Design and Optimization
- Process Capability Maturity Models (PCMM)
- Talent and Leadership Development
- Compensation Strategy and Re-structuring
- Performance Management Systems
- HR Strategy and Business Integration
- Change and Cultural Integration
- Balanced and HR Scorecards / Metrics
- Competency Mapping, Assessment Centers
- Organizational Re-structuring



Details of the CLDM program to be hosted in Jordan ...

Below are the specific details for the program that will be delivered in Amman, Jordan:

Program Schedule

The program will take place on 18 and 19 July 2018 (9 am – 6 pm) in Amman, Jordan. **(Seats are limited)**

Program Fees

The fee for the Certified Learning and Development Manager (CLDM) program is 600 JOD (550 JOD/participant for groups of 2 or more). The program fee is inclusive of:

- Free pass to the workshop
- Participant folder with course material
- Tea/Coffee Breaks and Lunch available during workshop days
- A certificate of attendance, approved by HRCI for re-certification purposes
- A certificate accredited internationally by Carlton Advanced Management Institute (CAMI), USA

Registration Form

Please complete this [Registration Form](#) and send it to us as early as possible to confirm your registration in the program.



Contact us now

We would love to provide you with more details on our services. Please do not hesitate to contact us for further details or enquiries.

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