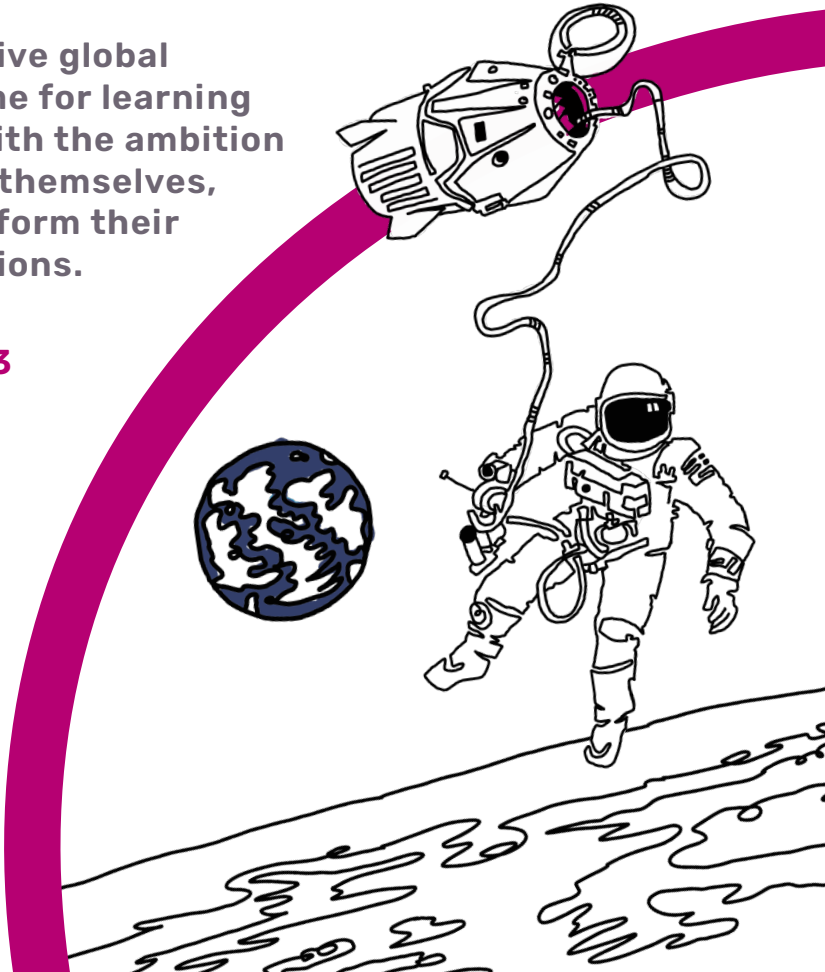




An exclusive global programme for learning leaders with the ambition to upskill themselves, and transform their organisations.

April 2023



Delivered in partnership  
with Talent & Leadership Club  
and Future Talent Learning



Future Talent  
Learning

# ABOUT THE LEARNING LEADER PROGRAMME

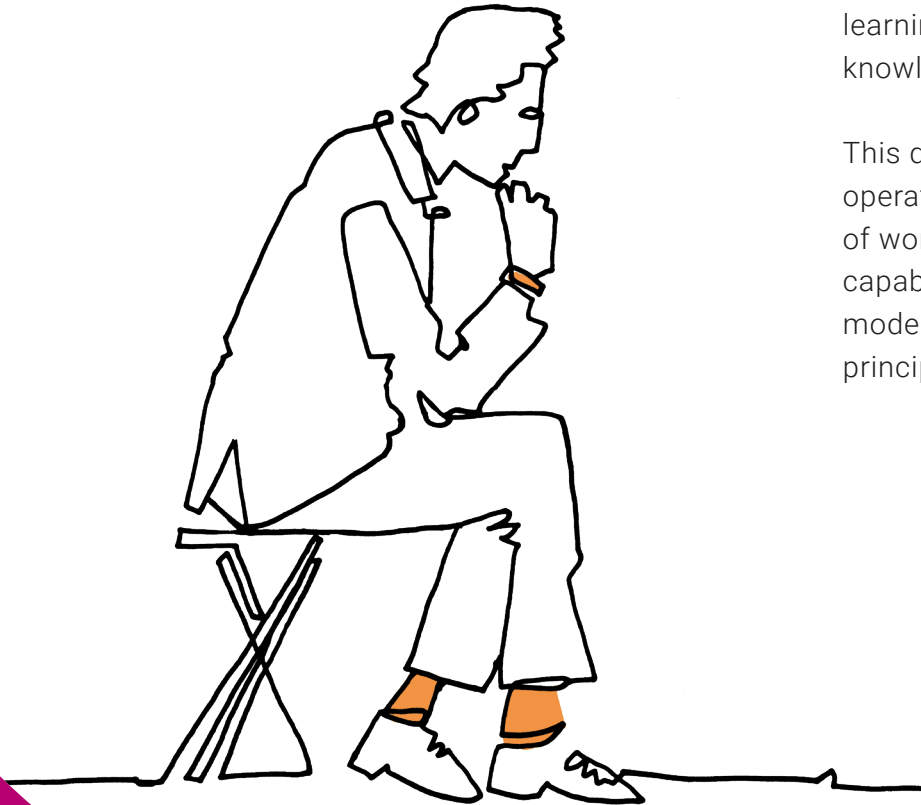
**LPI's Learning Leader Programme has been developed by The Talent & Leadership Club, a forum of over 600 leaders in learning from around the world, in partnership with Future Talent Learning.**

The programme has been designed collaboratively with existing CLOs from a range of multinational organisations, thought leaders, and leading academics.

The aim has been to provide the skills and knowledge required for modern learning professionals to lead with confidence and credibility. The academic rigour is twinned throughout with a focus on how to apply the learning.



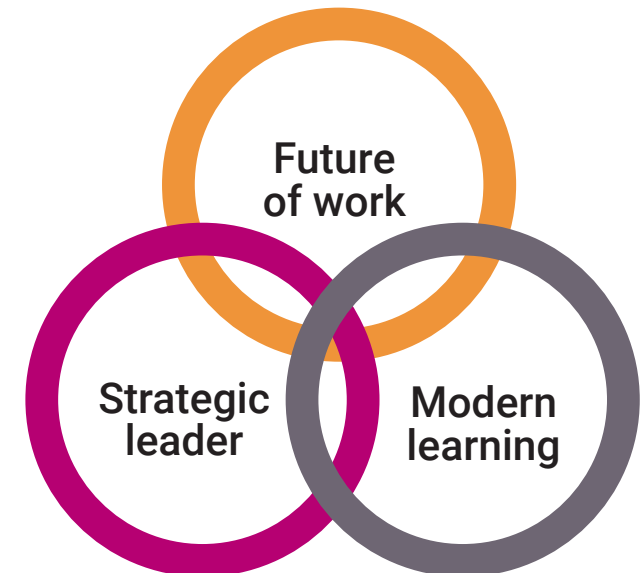
# COBBLERS SHOES: WHY IS THIS PROGRAMME NEEDED?



**T**he Learning Leader Programme has been designed to provide the holistic development that modern learning leaders need.

As leaders responsible for the upskilling and development of employees within their organisations there is an urgent need to ensure that those responsible for leading learning transform and update their own knowledge as well.

This development need is complex. It must operate at the interface between the future of work, leadership capability and modern learning principles.



# THE **BENEFITS** OF THE PROGRAMME TO YOU

The Programme brings together experienced learning and development professionals from around the world and provides them with a forum for learning and sharing experience as well as world class content.

Learners will have access to:



**Cutting edge content** to expose you to concepts and thinking that will allow you to shape your learning function, making a truly strategic contribution to your organisation

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**The skills to lead a learning function** in the complex and changing environment that we're all working in

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**A network of peers** to act as a sounding board and support network

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**A safe space** to explore the big challenges that senior learning professionals are facing

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**Practical take-away resources** that can be applied to your role and organisation.

# WHAT WILL YOU **LEARN** FROM THE PROGRAMME?



**How to be a skilled leader,** operating at a senior management level, leading a multi-functional team and building a function that delivers



**A deep understanding** of the trends in the modern workplace to enable you to influence the C-Suite with credibility and confidence



**The latest developments in learning** so you are able to represent the learning function to the management team as well as shape the learning agenda

# HOW THE LEARNING LEADER PROGRAMME WORKS

**Duration:** 12 months

**Delivery:** Virtual and 100% global

**Modes of learning:** Mix of monthly expert-led workshops; and monthly facilitated discussions with peers

## The Expert-led Workshops

The 12 month programme covers 11 core topics that will be explored in depth in workshops delivered by a combination of learning practitioners and academics. They'll provide a blend of well researched content and 'on-the-job' experience in a series of monthly two hour virtually delivered modules. Each topic is explored in depth, with a focus on the practical skills and knowledge that can be applied in your organisation.

## Facilitated Peer Discussion Groups

Each monthly module will be complemented by further sessions of facilitated discussion groups where you will be given the opportunity to digest the content with peers in smaller learning groups. These sessions will allow you to build your global network, share ideas and challenges in a safe and supportive environment. The output from these modules will be captured in the form of whitepapers to build collective knowledge.



# THE CORE TOPICS

The content for the programme has been co-created with an advisory panel of practitioners who are working for some of the leading organisations in the world.

## The role of learning in aligning purpose and strategy

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Learning leaders play a crucial role in creating alignment of an organisation's purpose and strategy. This session, delivered by a true expert in the field, will set the scene for the programme by providing you with a 'north star' to guide your thinking.



**Jonathan Trevor,**  
Associate Professor of Management Practice,  
the University of Oxford's Saïd Business School

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Dr Jonathan Trevor is a noted management researcher, author, advisor, speaker and teacher on the subject of strategy and organisation alignment.

## Culture, and the role of Learning

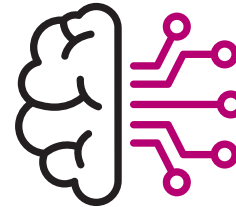


Healthy culture enables organisations to execute their strategy effectively and sustain high performance, remaining adaptable and resilient in the face of turbulence and shocks. Increasingly, Learning teams are asked to play a role in shaping culture, so need to understand and feel equipped to engage executive teams in the topic.

### Sarah Wilson, Independent Consultant, formerly Unilever and McKinsey.



Since her first role as an automotive manufacturing engineer, Sarah has enjoyed leading change and grappled to bring motivation and behaviour in tune with operating systems and processes to achieve results. At McKinsey, she led large-scale performance transformation in multiple industries, applying the Organisation Health science and toolkit. Most recently, she has built Unilever's system for leadership development, at the heart of culture for purpose and performance.



## Leveraging the latest advances in learning technology

Technology is impacting all elements of learning and development and the CLO needs to be across the technological trends and the benefits they can provide. This module will chunk up the technology available to learning functions, sharing features and benefits.

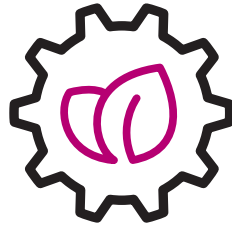
### Amanda Nolen, Co-founder of learning transformation consultancy NilesNolen



Amanda helps global organisations turn L&D into a strategic business driver through the right mix of strategy, technology, people and content. Born in the United States but based in Spain for over two decades, Amanda has a mixed background in learning, business development and sales. A connector of people, trends and ideas, she acts as trusted adviser to CLOs, EdTech companies and investors worldwide and is also 100% fluent in English and Spanish (including tapas & wine!) She is also the author of a recent LinkedIn Learning course on 'The Future of Workplace Learning' and faculty at IE Business School.



## Driving sustainability through learning



Our people, customers and clients are demanding we take a position on climate change, resource scarcity and social inequality. As learning leaders, we need to be informed so we can contribute to the discussion and integrate it into the learning we provide. This module will outline the latest thinking in the space and show how organisations are responding to the challenges and opportunities presented by sustainability. It will leave you under no illusions that the learning function is central to the agenda and staff and their managers need to understand the scale, connectedness and urgency of our current challenges.



## The relationship between the CLO and the board

A successful CLO will have the ear of the board and the credibility to have a voice at the table. This closeness of relationship will enable them to understand the context behind the organisational strategy and therefore put learning at the heart of the organisation.



**Will Day,**  
**Strategic Sustainability Advisor**

Will is a fellow of the University of Cambridge Institute for Sustainability Leadership. His work enables him to work with senior staff, exec teams and boards of global and national organisations, and governments. His focus is on helping leaders better understand and identify the risks and opportunities that accompany the rapidly evolving global context.

**Tim Munden,**  
**Speaker and former Chief Learning Officer, Unilever**



As an award-winning Chief Learning Officer at Unilever, Tim was responsible for developing Unilever's approach to leadership, enabling ongoing business growth and transformation, and the realisation of Unilever's purpose. Tim is now the founder of Kairon, a consultancy dedicated to supporting organisations in developing leaders that deliver purpose and performance.



## Creating a modern learning organisation

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This module will bring you right up to date on the latest developments in learning so you are able to integrate them into the 'hands-on' work you do as well as support your team with their work.



## The role of data in learning

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Learning functions that use data effectively are able to provide significantly greater impact than those that don't. Data should play a key role in making the case for learning, learning design, learning delivery, and of course, learning evaluation. You'll learn how to leverage learning data in this module.

### Nick Shackleton-Jones, CEO, Shackleton Consulting

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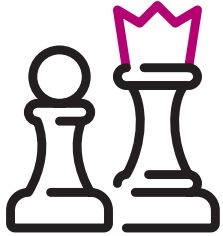
Nick is winner of several awards for people development, strategy, innovation, and learning content, including the Learning & Performance Institute's Award for Services to the Learning Industry, 2017. He is author of 'How People Learn' and has worked in places such as Siemens, BBC & BP, PA Consulting and Deloitte in roles encompassing learning strategy, culture, leadership, innovation, technology & multimedia.



### Lori Niles-Hoffman, Data-driven learning strategist and author

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Lori is a senior learning strategist with 25 years of L&D experience across many industries, including international banking, management consulting, and marketing. She specialises in large-scale digital learning transformations and is passionate about helping companies navigate through the ambiguity of change and act as a trusted adviser to Fortune 500 CLOs around the world. After leading and completing numerous EdTech implementations, Lori has developed data-based methodologies and frameworks that empower L&D teams to move from business support function to strategic business driver.



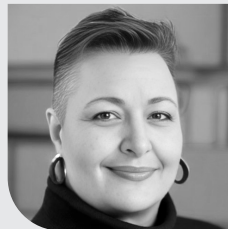
## Cracking the skills code

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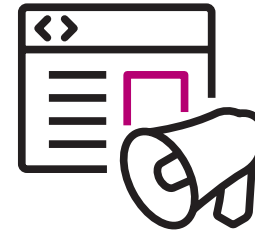
The influences of artificial intelligence, renewable energy, and other digital and technological advances are all around us. These changes are creating disruption, and also creating opportunities for developing fresh and effective strategies for UPskilling, REskilling and PREskilling™ today's workers so they are equipped to thrive in the work of tomorrow.

**Gina Jeneroux,**  
**Future Work & Skills Strategist**  
**and former Chief Learning Officer,**  
**BMO Financial Group**

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Gina is on a mission to change how people learn and build new skills to prepare for a bold future – starting now. Through a career spanning more than 30 years in the financial services and learning industries – including 5 years as CLO at BMO Financial Group, and now as an industry strategist and Professor of Practice in Future Work & Skills at International Business University – Gina has developed deep expertise in business leadership, human-centered design, and predicting and developing skills for the future.



## Marketing learning

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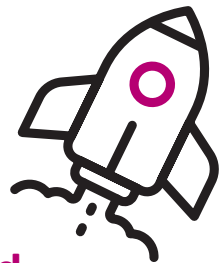
The most successful learning professionals draw heavily on the experience of marketing when taking our 'product' to market. This module will draw on case studies from some of the world's leading learning functions.



**Shannon Tipton,**  
**Author and Owner**  
**of Learning Rebels**

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A skilled learning strategist, content developer and International speaker. Shannon has over 20 years of leadership experience developing successful learning strategies and infrastructures for training departments within organizations in North America, Europe and Korea.



## The future of work and why learning is central to success

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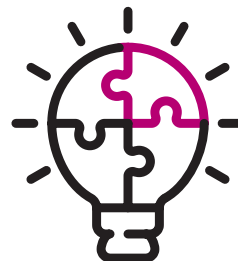
We've all heard multiple times that the global environment that we are operating in is changing fast. This module will frame the challenges this presents us with and help us understand the role that learning plays in supporting organisations and our people to prepare and thrive.



**Kelly Palmer,**  
Author, speaker and Chief Learning Officer, Degreed

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Kelly has led learning functions in some of the largest global skills providers.



## Cultivating curiosity and a growth mindset

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We live in an ever-changing world so are unable to predict exactly what skills we will need in the future. The CLO needs to have a mindset of curiosity and a growth mindset to be open to the ideas and concepts that will shape the learning function of tomorrow. This module will enable you to be open to ideas and keep horizon scanning.

**Simon Brown,**  
Chief Learning Officer, Novartis

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Simon Brown is co-author of the international bestselling book 'The Curious Advantage', and co-host of the popular 'Curious Advantage' podcast. Novartis is a leading global medicine company based in Switzerland. In his day job, Simon is leading the strategy for Novartis to 'Go Big on Learning' in support of the company-wide culture transformation to become 'Inspired, Curious, and Unbossed'. In 2020, Simon and the Novartis team received recognition by being awarded with the Chief Learning Officer Gold Award for Learning Strategy, building on Simon's previous Silver Award for his learning transformation work at Lloyds Banking Group. In 2021, Novartis' commitment to learning was recognised in the ATD BEST Awards as the #3 company globally, for success in talent development.

# APPLICATION PROCESS

The programme will benefit anyone in a leadership position with responsibility for learning within their organisation.

To express interest in the programme please email [masterclass@thelpi.org](mailto:masterclass@thelpi.org)

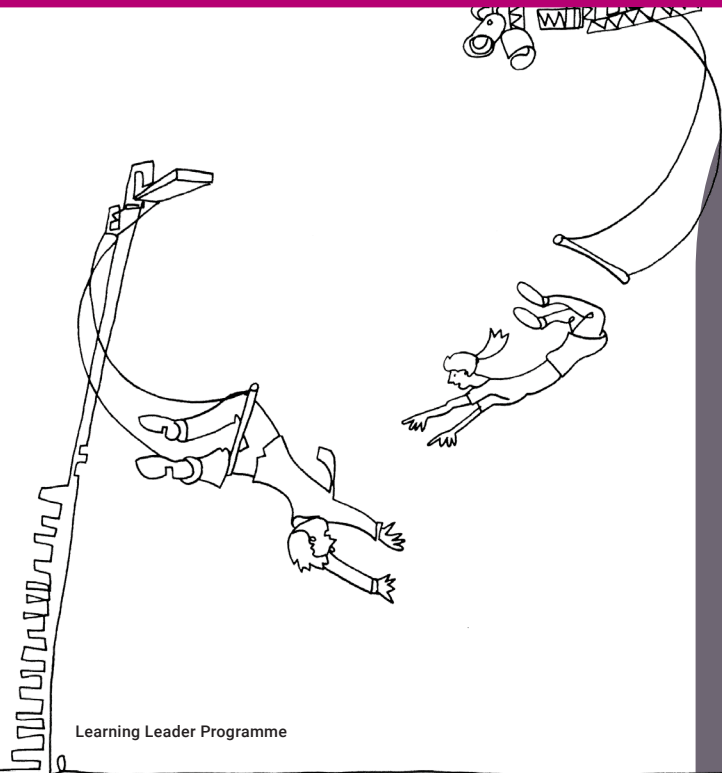


## CORPORATE SOCIAL RESPONSIBILITY

The Learning Leader Programme was designed to build the collective capability of the learning community.

We want to ensure that everyone has access to the development provided so have set aside places for individuals in organisations who typically wouldn't have access to this kind of development.

If you think you might qualify please email [masterclass@thelpi.org](mailto:masterclass@thelpi.org)





The LPI Learning Leader Programme is developed and delivered in collaboration with The Talent and Leadership Club and Future Talent Learning



**Future Talent Learning**

[www.futuretalentlearning.com](http://www.futuretalentlearning.com)

