



HUMAN RESOURCES AND TRAINING

Essential Innovations in HR Training & Learning

Course code: HRT-048

SPARK TRAINING

Professional training courses for leaders, specialists, and organizations seeking practical capability development.

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— Workshop Overview

Training and learning functions are evolving rapidly through technology, data analytics, changing workforce expectations, and modern learning science. HR professionals must adopt innovative methods that improve engagement, deliver measurable results, and support organizational performance. This course provides participants with practical tools in AI, digital learning, training evaluation, psychometrics, and instructional design to modernize learning and development practices.

Why Attend

This course uses an interactive and practical approach through presentations, case studies, group discussions, learning design workshops, analytics exercises, practical activities, and real workplace examples.

Who Should Attend

HR Professionals
Learning and Development Specialists
Training Managers
Talent Management Professionals
HR Managers
Instructional Designers
Anyone responsible for employee development

— Learning Objectives

- Understand modern trends in HR training and learning
- Apply technology and AI in learning and development
- Conduct effective training needs analysis
- Measure learning impact using metrics and ROI tools
- Use adult learning principles in program design
- Apply psychometric tools appropriately
- Create effective learning objectives and content
- Build innovative learning strategies for future workforce needs

Course Outline

DAY
1

Technology and HR Training, Learning, & Development

- Need for training to produce measurable results
- Use of Artificial Intelligence (AI) in L&D
- Virtual and Augmented Reality in training
- Microlearning and mobile learning
- Understanding learning needs of Generation Z and Alpha
- Future trends in workplace learning

DAY
2

The Essentials of HR Training, Learning, & Development

- Understanding the training cycle
- Aligning L&D to meet objectives
- Conducting a training needs analysis (TNA)
- Identifying and meeting learning needs
- Introducing HR metrics
- Building practical annual learning plans

DAY
3

Evaluating Training, Learning, & Development

- Evidence-based approach to learning
- Modern analytics and learner journey stages
- Understanding metrics in training
- Kirkpatrick's evaluation levels
- Cost-benefit and ROI calculation
- Improving programs through evaluation data

DAY
4

Adult Learning and Psychometric Testing

- Key components of adult learning (andragogy)
- Use and limitations of learning styles technology
- Aptitude testing and personality testing
- Importance of the Forer Effect
- Succession planning and talent management
- Ethical use of assessments in development

DAY

5

Learning Objectives & the Psychology of Learning

- Cognitive Load Theory in instructional design
- Emotional factors in learning: confidence, anxiety, and mindset
- Effective learning objectives using Bloom's Taxonomy
- Personal action planning

— Upcoming Classroom Dates

DATE	LOCATION	FEE
5 - 9 October 2026	Istanbul - Türkiye	€1,600
12 - 16 October 2026	Paris - France	€2,200
9 - 13 November 2026	Barcelona - Spain	€2,100
16 - 20 November 2026	Munich - Germany	€2,125
7 - 11 December 2026	Kuala Lumpur - Malaysia	€1,400
14 - 18 December 2026	Amsterdam - Netherlands	€2,100
21 - 25 December 2026	London - United Kingdom	€2,125
4 - 8 January 2027	London - United Kingdom	€2,100

— Certificate and Registration

Participants who attend and complete the full programme receive a SPARK Training Certificate of Completion. For registration, in-house delivery, or availability questions, contact info@sparktraining.eu or +31 85 115 0004.