



Program Business Goal

This 17 week program is designed to provide knowledge, practice, and confidence for learning professionals and business leaders with learning and development responsibilities. The course modules help individuals gain insights into strategic roles in the learning function & prepare them for positions with larger responsibilities.

This program allows learning leaders to work in small groups to strengthen and expand their overall leadership capability, network, and contributions. Using the six disciplines that characterize breakthrough learning and development initiatives, cohort teams will learn using innovative approaches that accelerates the transfer of application by using real workplace projects and activities such as peer-reviews, active feedback and teaming with learning & business line professionals.

All participants will be required to have both business and learning experience with major emphasis using action learning with meaningful business outcomes and sharing best practices with the Chicagoland learning leaders' community.

This certification program incorporates several web-based systems that maximize shared learning among learning-leader team members and provides a collaborative environment prior, during and after the 20 week formal sessions.

This program is in partnership with DePaul University and culminates in a Certificate of Achievement.

Who should attend:

Candidates for this Learning Leaders CPE Certificate Program @ DePaul should have:

- 6 or more years of learning & development experience and/or business experience;
- Minimum 2 years Team Leadership experience

Past experience should include a solid understanding of at least 3 of the following:

- Needs analysis, design, development, implementation and project management

Action-learning is designed for:

- Focusing on learning outcomes in business terms using *The Six Disciplines of Breakthrough Learning*
- Bridging the "learning-doing" gap by practicing using your workplace projects with peers
- Accelerating the transfer and application of learning by creating new learning leader tools for your workplace
- Following fast-paced, emotionally engaging and pragmatic adult learning models based on collaboration through peer reviews
- Stimulating discussions with guest CLOs, senior learning leaders, and peers
- Engaging action-learning tailored to your unique job role

COURSE INFORMATION

Classroom Option: February 19 – June 18, 2010

(limit 16 learning leaders, Loop Campus, Friday
10 weeks (8 hour sessions), 7 weeks (90 min virtual sessions) &
3 optional prep classes (strongly recommended): 1/29, 2/5 & 2/12)

Distance Learning Option:

(limit 16 learning leaders, Virtual, M,W,F 90 minute sessions)

Cost: \$4,400 Register Now on <http://cpe.depaul.edu/learningleaders/>

Chicagoland Learning Leaders Consortium

Member Discounted Cost: \$3,200

Email Dirk.Tussing@LearningExecutive.com or call 847-786-1002

CONTACT INFORMATION

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Learning Leaders CPE Certificate @ DePaul

The following are module names and descriptions for the Learning Leaders CPE Certificate @ DePaul, a 17 week program, being offered at DePaul University Continuing and Professional Education (CPE).

1: Creating a Learning Partnership

This module focuses on the consultative skills needed to develop a “trusted advisor” relationship with business and learning leaders. Engagement strategies consisting of communication, collaboration, flexibility, expectation management, alignment, and techniques for creating effective value propositions will also be covered. *(~4 weeks)*

2: Managing the Complexities of Learning

Learning is a complex business that requires strategy, planning, project management, coaching and implementation. The complexities of managing a learning organization will be identified and described in terms focusing on the strategy of the enterprise. In addition, key support departments and their relationship to the learning organization will be identified. The partnership of other support departments to the success of the learning organization and the overall success of the enterprise will be highlighted. Learners will be introduced to the wide range of issues that impact management of the learning organization and will have the opportunity to assess their own learning organization against best practices. *(~3 weeks)*

3: Integrating Organizational Dynamics and Change

Learning is a critical component for initiating, driving and sustaining organizational change. Integrating learning with organizational change is a complicated task. However it is a critical task for the success of a learning function. This module explores ideas for acquiring organizational knowledge and strategic business outcomes, as well as how to overcome barriers to change and integrate these into effective learning strategies and solutions. Learners will be exposed to strategies for setting and maintaining the course of change as well as theories and practices that facilitate Organization Dynamics and Change. *(~2 weeks)*

4: Accelerating the Impact of Employee Performance on Business Outcomes through Learning

Learning is a key component of employee performance. This module discusses the role of learning in employee performance and examines the suite of learning solutions that drive business impact. *(~2 weeks)*

5: Developing a Global Learning Perspective

Organizations are becoming increasingly global and diverse. This module provides participants with an overview of current multi-cultural perspectives in learning. Topics also include how to leverage diversity and create an organization with a global competitive advantage. *(~1 week)*

6: Improving and Measuring Business Impact

In this module students discuss how to quantify the ROI of learning projects in terms that speak directly to shareholders, using business terminology. Additional topics include applying business acumen, driving results, and measuring and evaluating learning solutions to directly impact an organizations’ bottom line. *(~3 weeks)*

7: Designing Optimum Learning Solutions

From Bloom to Clark to Merrill, many have contributed to Instructional Design theories and methodology. This module provides a high-level overview of the most recent and relevant for Learning Leaders. Participants will also compare Learning by Design with Designing learning, conduct Educational Research, and look at best practices for delivering training. *(~2 weeks)*

8: Learning Forward - Future of Learning

As technology and practice evolves, it becomes imperative that Learning Leaders stay abreast of the latest trends that may impact learning. How will Learning Leaders change to accommodate the trends? In this module, students investigate the research and trends of the training industry in order to better prepare for the future. Topics also include the future of learning and talent development and career planning and talent management. *(~1 week)*

For more information and registration, please visit <http://cpe.depaul.edu/LearningLeaders>.



Learning Leaders CPE Certificate @ DePaul

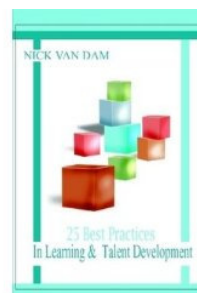
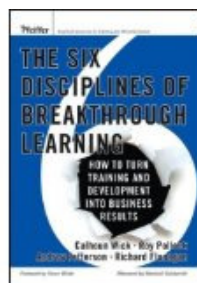
Proposed 17 week Class Schedule (Feb '10 Cohort*):

Session #	Proposed Date	Proposed Format	Proposed Location
Pre-1*	29-Jan-10	Classroom*	Downtown
Pre-2*	5-Feb-10	Classroom*	Downtown
Pre-3*	12-Feb-10	Classroom*	Downtown
1*	19-Feb-10	Classroom	Downtown
2	26-Feb-10	Classroom	Downtown
3	5-Mar-10	Distance Learning	Virtual GotoMeeting
4	12-Mar-10	Classroom	Downtown
5	19-Mar-10	Distance Learning	Virtual GotoMeeting
6	26-Mar-10	Distance Learning	Virtual GotoMeeting
EASTER/PASSOVER BREAK			
7	9-Apr-10	Classroom	Downtown
8	16-Apr-10	Distance Learning	Virtual GotoMeeting
9	23-Apr-10	Classroom	Downtown
10	30-Apr-10	Distance Learning	Virtual GotoMeeting
11	7-May-10	Classroom	Downtown
12	14-May-10	Classroom	Downtown
13	21-May-10	Distance Learning	Virtual GotoMeeting
14	28-May-10	Classroom	Downtown
15	4-Jun-10	Classroom	Downtown
16	11-Jun-10	Distance Learning	Virtual GotoMeeting
17	18-Jun-10	Classroom	Downtown

* The cohort will formally begin on Friday, February 19th (required program pre-work are to read the 6D's text book and complete a short pre-survey).

Jan 29th, Feb 5th & Feb 12th classes are optional sessions to provide participants with a structured format for reviewing Learning & Development fundamentals program activities are based on (e.g., if you are line leader who works closely with your company's learning function or you work in Higher Ed, these optional sessions are strongly recommended).

Two required text books are:



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