Instructional Design for HR Training Course

Professional Development Training Course Outline

Category	Human Resource Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Instructional Design for HR Training Course is a strategic capability that transforms traditional training into high-impact, data-driven, and performance-oriented learning experiences. In today's digital workplace, HR professionals must leverage learning analytics, AI-powered learning, competency mapping, workforce upskilling, and performance consulting to design training that aligns with business goals. This course equips HR leaders and L&D professionals with the tools to create engaging, scalable, measurable, and ROI-focused learning solutions using modern frameworks such as ADDIE, Agile Learning Design, and Design Thinking.

As organizations accelerate digital transformation, HR teams are expected to deliver personalized learning journeys, blended learning ecosystems, microlearning strategies, and learning experience platforms (LXP) that drive employee engagement and retention. This program integrates instructional strategy, adult learning theory, digital content creation, eLearning development, and impact measurement to enable HR professionals to become strategic business partners. Participants will gain hands-on exposure to real-world case studies, practical tools, and innovative methodologies that redefine corporate training effectiveness.

Programme Curriculum

Instructional Design for HR Training Course

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5 days

Course Objectives

1. Apply ADDIE and Agile Instructional Design frameworks in corporate training.
2. Integrate AI-driven learning solutions into HR training strategies.
3. Design competency-based learning pathways aligned with business KPIs.
4. Develop microlearning and mobile-first learning modules.
5. Implement learning analytics and training ROI measurement models.
6. Create engaging eLearning content using LXPs and LMS platforms.
7. Utilize Design Thinking for learner-centric training development.
8. Conduct Training Needs Analysis (TNA) using data-driven methods.
9. Build blended learning ecosystems for hybrid workplaces.
10. Apply behavioral science and adult learning principles in course design.
11. Develop gamified learning interventions to boost engagement.
12. Ensure inclusive, accessible, and DEI-focused learning design.
13. Lead strategic workforce upskilling and reskilling initiatives.

Target Audience

1. HR Managers & HR Business Partners
2. Learning & Development (L&D) Professionals
3. Talent Development Specialists
4. Corporate Trainers & Facilitators
5. Instructional Designers
6. Organizational Development Consultants
7. Training Managers
8. People & Culture Leaders

Course Modules

Module 1: Foundations of Instructional Design

- Evolution of **Corporate Learning & Digital Transformation**
- ADDIE vs. Agile Learning Models
- Adult Learning Theory & Neuroscience in Learning
- Competency Mapping & Skills Taxonomy
- **Case Study:** Transforming onboarding using ADDIE in a global IT firm

Module 2: Training Needs Analysis (TNA) & Performance Consulting

- Data-Driven TNA Techniques
- Skills Gap Analysis & Workforce Planning
- Stakeholder Interviews & Business Alignment
- Performance Consulting Approach
- **Case Study:** Reducing performance gaps in a manufacturing company

Module 3: Learning Experience Design (LXD)

- Design Thinking in Learning
- Learner Personas & Journey Mapping
- Storyboarding & Content Structuring
- Microlearning & Mobile Learning Design
- **Case Study:** Designing a learner-centric sales training journey

Module 4: Digital Learning & eLearning Development

- LMS vs. LXP Platforms
- AI-Powered Learning Tools
- Rapid eLearning Authoring Tools
- Gamification & Interactive Learning
- **Case Study:** Implementing gamified compliance training

Module 5: Blended Learning & Hybrid Workforce Training

- Virtual Instructor-Led Training (VILT)
- Blended Learning Architecture
- Social & Collaborative Learning
- Learning in the Flow of Work
- **Case Study:** Hybrid leadership development program rollout

Module 6: Content Development & Engagement Strategies

- Script Writing & Storytelling
- Multimedia Learning Principles
- Video-Based & Scenario-Based Learning
- Accessibility & Inclusive Design (DEI)
- **Case Study:** Creating inclusive DEI training across regions

Module 7: Learning Analytics & ROI Measurement

- Kirkpatrick Model & Phillips ROI Model
- Learning Data Dashboards
- Impact Measurement & Reporting
- Predictive Analytics in L&D
- **Case Study:** Measuring ROI of a digital upskilling initiative

Module 8: Future Trends in HR Learning & Innovation

- AI & Adaptive Learning Systems
- Skills-Based Organizations
- Continuous Learning Culture
- Employee Experience & Engagement Metrics

- **Case Study:** Building a future-ready learning organization

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price

23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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