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To be awarded the CIPD Advanced Award in Designing, Delivering and Evaluating Learning & Development Provision, you must: complete approximately 10 hours pre-reading before the face-to-face workshop. attend the one-week face-to-face workshop. complete the workshop exercise and activities, including a presentation.

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Design, Delivery and Evaluation of L&D provision: Module

Code: BM7906: Module Tutor: Penelope Adshead: School:

School of Business and Technology: CAT Points: 15: Level of

Study: 7: Brief Description: The design and delivery of

learning and development always occurs in a specific

context. The module is intended to develop the professional

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The Kirkpatrick model. The seminal model for L&D evaluation, first published in the 1950s by US academic Don Kirkpatrick remains influential today. However, research conducted by Thalheimer indicates this model was first introduced by Raymond Katzell.. It outlines four levels for evaluating learning or training: Reactions – reaction to a learning intervention that could include ‘ liking or ...

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Design learning plans and interventions to meet identified

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needs in a timely, feasible and cost-effective way, and design appropriate methods for evaluation of L&D. Demonstrate skills of delivery and facilitation of learning through a range of methods and for employees at a range of organisational levels and a range of occupational groups.

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The design and delivery of learning and development always occurs in a specific context. This course develops a critical understanding of the role and influence of a range of contextual factors on the design, delivery and evaluation of learning and development plans and interventions.

~~Designing, Delivering and Evaluating Training~~

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To develop, design and launch successful L&D programmes, an up-to-date knowledge of theory and emerging trends is needed. Crucially, this knowledge has to be paired with both an appreciation of business drivers and a strategic mindset.

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Designing, delivering and evaluating learning and development is key HR practice and this is the only text to critically examine the contextual factors impacting upon these activities in organisations.

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