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SYLLABUS FOR CERTIFIED LEARNING & DEVELOPMENT STRATEGIST (CLD-S)®

Offered by: Global Institute for Leadership, Human Resources and Project Excellence (AGILE-HRP)®

PROGRAM DESCRIPTION

The **Certied Learning & Development Strategist (CLD-S)®** credential is a globally recognized certification designed to equip HR and L&D professionals with the advanced skills to design, implement, and evaluate strategic learning programs that drive organizational growth and workforce capability. Participants will gain mastery in aligning learning strategies with business goals, leveraging learning technologies, data analytics, and performance consulting to create impactful learning ecosystems that support innovation, agility, and continuous improvement.

COURSE LEARNING OUTCOMES

Upon successful completion of this program, learners will be able to:

1. Design strategic learning frameworks that align with business objectives.
2. Apply adult learning theories to develop effective L&D interventions.
3. Use data and analytics to measure learning impact and ROI.
4. Integrate digital learning tools (LMS, LXP, AI-based platforms) into workforce development.
5. Develop performance consulting strategies to address organizational learning gaps.
6. Facilitate leadership development and succession planning programs.
7. Build inclusive and scalable learning cultures across organizations.
8. Evaluate training effectiveness using models like Kirkpatrick and Phillips ROI.



TARGET AUDIENCE

- Learning & Development Managers
- Training & Talent Development Professionals
- Organizational Development Consultants
- HR Business Partners
- Leadership Development Officers
- Performance and Capability Managers
- Instructional Designers and eLearning Specialists

EMPLOYMENT OUTLOOK (U.S. BUREAU OF LABOR STATISTICS):

The U.S. Bureau of Labor Statistics projects a 6% growth rate for training and development specialists through 2032. Median salaries range from \$70,000 to \$110,000, with senior-level learning strategists and development directors earning \$120,000 to \$160,000+ annually. The demand for L&D leaders who can drive reskilling, upskilling, and digital learning transformation is surging across industries, including tech, finance, healthcare, and education.

CAREER PATHS FOR CLD-S® HOLDERS:

- Head of Learning & Development
- Learning Experience Designer
- Chief Learning Officer (CLO)
- Organizational Learning Consultant
- Performance Improvement Manager
- Talent Development Business Partner
- Learning Technology Strategist



MODULES AND SUBMODULES

Module 1: Strategic Learning & Development Alignment

- 1.1 Business-Aligned Learning Roadmaps
- 1.2 Building a Learning Organization
- 1.3 Stakeholder Engagement in L&D Strategy

Module 2: Adult Learning & Instructional Design Principles

- 2.1 Andragogy and Experiential Learning
- 2.2 Learning Styles and Modalities
- 2.3 Instructional Design Models (ADDIE, SAM, etc.)

Module 3: Learning Needs Analysis and Performance Gaps

- 3.1 Conducting Learning Needs Assessments
- 3.2 Task, Skill, and Competency Mapping
- 3.3 Gap Analysis for High-Impact Learning

Module 4: Digital Learning Ecosystems and Tools

- **4.1 Learning Management Systems (LMS)**
- 4.2 Learning Experience Platforms (LXP)
- 4.3 AI, AR/VR, and Microlearning Technologies

Module 5: Designing Effective L&D Programs

- 5.1 Blended Learning Models
- 5.2 Self-Paced vs. Instructor-Led Delivery
- 5.3 Building Capstone Projects and Simulations

Module 6: Performance Consulting & Learning Advisory

- 6.1 Partnering with Leaders to Drive Outcomes
- 6.2 Learning as a Change Enablement Tool
- 6.3 Root Cause Analysis & Solution Mapping

Module 7: Measuring Learning Impact & ROI

- 7.1 Kirkpatrick's 4 Levels of Evaluation
- 7.2 Phillips ROI Methodology
- 7.3 Linking Learning to Business Metrics

Module 8: Leadership Development & Succession Planning

- 8.1 Competency Frameworks and Talent Pipelines
- 8.2 70-20-10 Learning Model
- 8.3 Creating Leadership Journeys and Mentoring

Module 9: Building a Learning Culture

- 9.1 Psychological Safety & Growth Mindset
- 9.2 Recognizing & Rewarding Continuous Learning
- 9.3 Peer-to-Peer and Social Learning Strategies

Module 10: Inclusive, Scalable & Future-Ready L&D

- 10.1 DEI in Learning Content and Delivery
- 10.2 Reskilling for Future of Work
- 10.3 Scaling Learning in Global Organizations

CERTIFICATION EXAM DETAILS

- **Format:** 100 Multiple Choice Questions
- **Duration:** 90 Minutes
- **Passing Score:** 70%
- **Retake Policy:** One free retake allowed within 3 months
- **Delivery Mode:** Online (Remote Proctored)

CERTIFICATION TESTING OUTCOMES

This certification evaluates the ability to:

- Design business-aligned learning strategies
- Apply instructional design frameworks effectively
- Leverage digital tools and platforms for L&D delivery
- Conduct gap analysis and performance improvement planning
- Measure learning outcomes and demonstrate business impact
- Facilitate high-performance learning cultures
- Advise senior leaders on workforce development strategy



ACCREDITATION AND RECOGNITION

The **CLD-S®** certification is fully accredited by **AGILE-HRP®** and recognized by public institutions, multinational corporations, universities, and professional HR and L&D bodies. It aligns with ISO 29993:2017 (Learning Services Outside Formal Education) and ISO 10015 (Training Quality).

CERTIFICATION DELIVERABLES

- Professional Certificate: Certified Learning & Development Strategist (CLD-S)®
- Digital Badge for LinkedIn, Resume, and Email Signature
- L&D Toolkit: Learning Strategy Templates, Evaluation Frameworks
- Access to Global L&D Leader Network
- 30 CEUs (Continuing Education Units)
- Invitation to AGILE-HRP® Masterclasses & Industry Events

PROGRAM FORMAT

- **Duration:** AS NEEDED
- **Mode:** Online (Self-Paced or Instructor-Guided)
- **Assessment:** Final L&D Strategy Capstone + Certification Exam

ELIGIBILITY REQUIREMENTS:

- Bachelor's degree or equivalent professional experience
- OR 2+ years in Learning & Development, Talent, or HR roles
- Familiarity with instructional design or learning systems is a plus

NEED ASSISTANCE?

For queries or certification support:

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