



Certified Learning and
Development (L&D) Manager
VS-1455

Vskills Certifications

Vskills Brochure



Skills for a secure future

Certified Learning and Development (L&D) Manager

Certification Code : VS-1455

Vskills certification on Learning and Development is designed for L&D Managers so that they can Create and execute learning strategies and programs, Implement various learning methods and Design and deliver e-learning courses, workshops, and other trainings.

Why should one take Learning and Development Manager certification?

This Course is intended for professionals, L&D managers wanting to excel in their chosen areas. It is also well suited for those who are already working and would like to take certification for further career progression.

Earning Vskills Learning and Development Manager Certification can help candidate differentiate in today's competitive job market, broaden their employment opportunities by displaying their advanced skills, and result in higher earning potential.

Who will benefit from taking this certification?

Job seekers looking to find employment in Training, Learning and Development, Coaching and Mentoring departments of various companies, and candidates generally wanting to improve their skill set to make their CV stronger and existing employees looking for a better role can prove their employers the value of their skills through this certification.

Test Details

- **Duration:** 60 minutes
- **No. of questions:** 50
- **Maximum marks:** 50, Passing marks: 25 (50%)

There is no negative marking in this module.

Fee Structure

Rs. 3,999/- (Excludes taxes)*

*Fees may change without prior notice, please refer <http://www.vskills.in> for updated fees

Companies that hire Vskills Certified Learning and Development (L&D) Manager

Vskills Learning and Development Manager will find employment in different top-tier companies like Accenture, TCS, IBM and Infosys etc.

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1. Introduction to Learning and Development

- 1.1 What is learning?
- 1.2 What is Training?
- 1.3 Learning vs Training
- 1.4 Development and Education
- 1.5 Human Resource Development (HRD)
- 1.6 Concept of Learning and Development
- 1.7 Purposes and Practice of L&D
- 1.8 Theory and Relevance in L&D
- 1.9 Conclusion

2. Value of Learning and Development

- 2.1 Value to the Organisation
- 2.2 Essentials of Learning and Development:
- 2.3 Learning Culture
- 2.4 Alignment of L&D with Business Strategy
- 2.5 Challenges in Learning and Development

3. Learning and Learning Styles

- 3.1 What do you understand by learning?
- 3.2 Learning Styles
- 3.3 The Three Representational Modes (TRiM)
- 3.4 Self, Met cognition, Cognition, Knowledge (SMCK)
- 3.5 Other Supporting Theories
- 3.6 Adult Learning
- 3.7 Principles of Training
- 3.8 Learner Types

4. Learning Organization

- 4.1 Changes in Technology
- 4.2 Learning Advantage
- 4.3 Building a Learning Organization
- 4.4 Developing Learning Plan
- 4.5 Creating Competency Model
- 4.6 Assessing Results of Learning Plan
- 4.7 Managing Organizations learning operations

5. Learning Technologies

- 5.1 Internal and External Activities
- 5.2 L&D Content Development
- 5.3 Introduction to Learning Technologies

6. Models of Evaluation

- 6.1 The Kirkpatrick Model
- 6.2 CIRO Model
- 6.3 Kaufman's Five Levels of Evaluation
- 6.4 Anderson's Model for Learning Evaluation
- 6.5 Brinkerhoff's Success Case Method

7. Evaluation of Learning and Development

- 7.1 Importance of Evaluating L&D Activities
- 7.2 Purpose of Evaluation
- 7.3 APS Model for Evaluating L&D
- 7.4 L &D Evaluation Maturity Self-Assessment
- 7.5 Case Study

8. Effective Evaluation

- 8.1 Return on Investment (ROI)
- 8.2 Return on Expectation
- 8.3 Role of Line Managers in Effective Evaluation
- 8.4 Impact of the Trainer/Facilitator
- 8.5 Challenges in Process of Evaluation
- 8.6 Maximising the Effectiveness of the Evaluation Process
- 8.7 Learning Transfer
- 8.8 Practical Implication

9. Leadership Development

- 9.1 What is Leadership
- 9.2 Leadership Style
- 9.3 Leadership Development Plan
- 9.4 Leadership Development within Organizations

Sample Questions

- 1. Which of the following is an benefit due to training**
 - A. Helps people identify with organizational goals
 - B. Improves the job knowledge and skills at all levels of the organization
 - C. Improves the morale of the workforce
 - D. All of the above

- 2. How many processors encode all information that is perceived, as per TRiM**
 - A. 2
 - B. 3
 - C. 4
 - D. None of the above

- 3. What does 'M' expands to, in the SMCK model**
 - A. Media
 - B. Magazine
 - C. Meta cognition
 - D. Master

- 4. How many levels of evaluation are listed under Warr's framework**
 - A. 4
 - B. 5
 - C. 6
 - D. None of the above

- 5. What is the lowest level as per Kirkpatrick's levels of evaluation**
 - A. Reactions
 - B. Reputation
 - C. Repeat
 - D. None of the above

Answers: 1 (D), 2 (B), 3 (C), 4 (A), 5 (A)

Certifications

- ▶ **Accounting, Banking & Finance**
 - Certified GST Professional
 - Certified AML-KYC Compliance Officer
 - Certified Business Accountant
 - Certified BASEL III Professional
 - Certified GAAP Accounting Standards Professional
 - Certified Treasury Markets Professional
- ▶ **Big Data**
 - Certified Hadoop and Mapreduce Professional
- ▶ **Cloud Computing**
 - Certified Cloud Computing Professional
- ▶ **Design**
 - Certified Interior Designer
- ▶ **Digital Media**
 - Certified Social Media Marketing Professional
 - Certified Inbound Marketing Professional
 - Certified Digital Marketing Professional
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 - Certified Export Import (Foreign Trade) Professional
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 - Certified Restaurant Team Member (Hospitality)
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 - Certified Real Estate Consultant
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 - Certified Marketing Manager
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 - Certified Six Sigma Black Belt Professional
 - Certified TQM Professional
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 - Certified Logistics & SCM Professional
 - Certified Supply Chain Management Professional
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 - Certified Business Law Analyst
 - Certified Corporate Law Analyst
- ▶ **Information Technology**
 - Certified Angular JS Professional
 - Certified Basic Network Support Professional
 - Certified Business Intelligence Professional
 - Certified Core Java Developer
 - Certified E-commerce Professional
 - Certified IT Support Professional
 - Certified PHP Professional
 - Certified Selenium Professional
- ▶ **Mobile Application Development**
 - Certified Android Apps Developer
 - Certified iPhone Apps Developer
- ▶ **Security**
 - Certified Ethical Hacking and Security Professional
 - Certified Network Security Professional
- ▶ **Management**
 - Certified Corporate Governance Professional
 - Certified Corporate Social Responsibility Professional
 - Certified Leadership Skills Professional
- ▶ **Life Skills**
 - Certified Business Communication Specialist
 - Certified Public Relations Officer
- ▶ **Media**
 - Certified Advertising Manager
 - Certified Advertising Sales Professional
- ▶ **Sales, BPO**
 - Certified Sales Manager
 - Certified Telesales Executive

& many more job related certifications

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