

BECOME THE ULTIMATE BUSINESS PARTNER.

Strategic Alignment Certificate Program

PROGRAM OVERVIEW

Strategic alignment of learning and development is a dynamic state in which the organization uses learning and talent development to achieve measurable business results. Aligning what your organization knows, does, produces, and delivers reduces wasted efforts, time, and money that can lead to poor performance and low employee engagement.

Other programs teach you how to measure returns **after** training implementation, without the ability to influence the return obtained. IFNAE's Strategic Alignment Certificate Program is the only training that teaches you how to select, implement, and measure learning and development programs that will deliver the desired returns **before** investing in them.

This is the most complete and rigorous program for building knowledge, skills, practice, and resources for aligning learning and talent development programs to measurable business results.

After completing the curriculum, you will have individual support from our highly acclaimed faculty to put your skills to use. Our faculty are internationally recognized industry experts who are also faculty at top universities and have extensive experience in applying our methodology internationally and across a variety of sectors.

Upon demonstrating successful implementation of the organizational alignment methodology, you will earn a Certificate in Strategic Alignment, joining other top professionals who have earned this elite certificate.

WHO SHOULD PARTICIPATE?

Anyone who must demonstrate training returns or business impact of initiatives who aim to improve workplace learning, processes, quality, performance, and organizational change. Typical job titles for our participants include:

- Talent Development Business Partner
- Senior Trainer or Training Manager
- Learning & Talent Development Specialist
- Senior Talent Development Specialist
- Workplace Learning Consultant/Designer
- Human Resource Development Specialist
- Organizational Development Consultant
- Performance Improvement Consultant
- Performance Analyst

WHATS IS INCLUDED?

Online Component

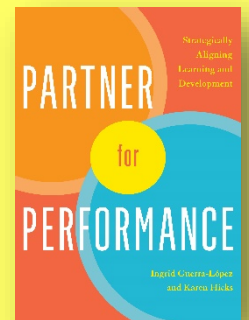
- ✓ Webinars: 12 hours of instructor lead, interactive web-based training consisting of 6 sessions, 2 hours each across a 3-week period to build your skills.
- ✓ Online Learning Materials: You will have access to a Learning Guide and other Instructional Support Tools to build your knowledge.
- ✓ Guides/Templates/Tools: You will have permission to use and reproduce our list of nearly 30 Strategic Alignment Tools.

Blended Component

- ✓ Pre-Work: Identify a potential performance improvement issue or opportunity in your organization.
- ✓ Traditional Workshop Option: Training can be arranged as a traditional 2-day workshop for groups of 6 or more.
- ✓ Coaching: Support mastery and transfer of your work setting with an additional 12 hours of remote one-on-one coaching, project review, and feedback to support the implementation of the Strategic Alignment methodology.

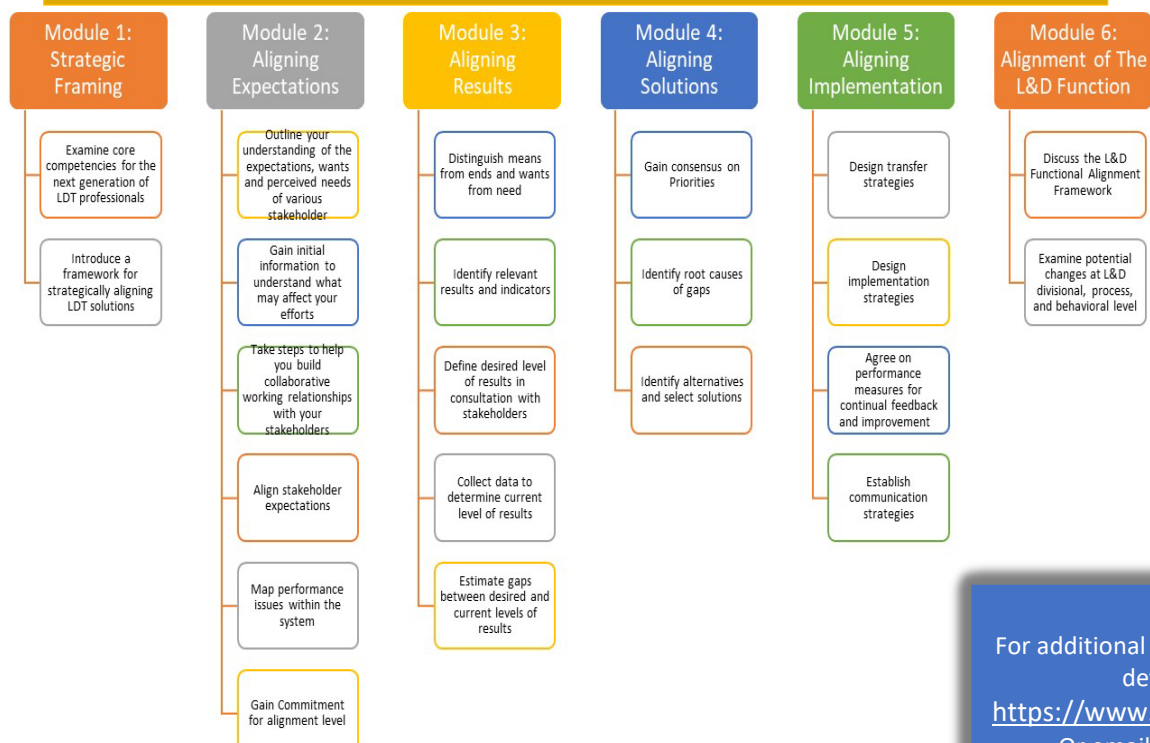
Additional Benefits

- ✓ **Our Award-Winning Book**: *Partner for Performance: Strategically Aligning Learning & Development*, published by ATD and winner of ISPI's Award of Excellence.
- ✓ **Community of Practice**: You will have access to learn and share with other participants who are going through the program and applying the Strategic Alignment process in their organization.
- ✓ **Strategic Alignment Certificate**: An elite credential that communicates to your organization's executives that you understand the strategic priorities and are capable of delivering business results.



YOU WILL LEARN TO...

1. Discuss with your stakeholders the value strategic alignment brings to the organization
2. Choose the most appropriate strategies for effective consultative meetings with your stakeholders
Use and adapt a wide range of strategic alignment job aids, tools, and templates
3. Identify meaningful performance indicators to measure and demonstrate results
4. Choose the right focus for a needs assessment
5. Conduct a performance analysis
6. Collect the most effective learning and performance improvement solutions
7. Align learning and performance programs to strategic objectives
8. How to develop implementation and transfer strategies for maximizing results and sustainability of your learning and performance improvement solutions
9. Effectively coach your stakeholders and build ongoing support for your strategic alignment efforts



WHAT YOU WILL OBTAIN

- A validated process for becoming a proven strategic partner.
- Demonstrated ability to align solutions to business results.
- A Strategic Alignment Certificate upon successful implementation of the strategic alignment methodology.
- Sought-after skills that will make you more valuable to your organization's executives.
- A credential that will differentiate you in a competitive labor market.

This program is valid for 12-24 PDCs for the SHRM-CPSM or SHRM-SCPSM

For additional information and registration details, please visit:

<https://www.ifnae.com/ifnaeacademy/>

Or email us at: info@ifnae.com

WHAT YOU WILL ACCOMPLISH

1. Successfully apply the Strategic Alignment methodology with hands-on experience in every step
2. Practice how to translate solution requests into consultative problem-solving partnerships
3. Collect useful data collaboratively and efficiently
4. Identify operational and strategic needs and opportunities
5. Identify root causes of human and organizational performance gaps
6. Select solutions that deliver measurable results
7. Define transfer strategies that ensure initiatives sustainably deliver intended results
8. Practice how to effectively coach and support organizational partners
9. Improve your influence over important decisions and resources
10. Become a valued business partner within your organization