IHRM Academy

Learning & Development Skills

Now in our 4th Cohort

Professional Certificate in Strategic Learning and Development Business Partner

29 & 30 January 2027
9:30am – 5:30pm
CPD Hours: 14

Cantonese
(with materials in English)

HKIHRM

Price	Early Bird Offer [Only if enrolment & payment are received by 20 November 2026]
Member HK$5,200	HK$4,500
New-member* HK$6,445	HK$5,745

*(Inclusive of new membership joining fee)

Enrol NOW

This programme is designed to transform L&D practitioners from training facilitators into strategic partners who solve business problems, drive performance, and command a seat at the leadership table.

WHAT TO EXPECT

- Transition from a training facilitator mindset to a strategic L&D business partner
- Initiate and build partnership with key stakeholders with a solid foundation of bonding and credibility
- Apply performance consulting frameworks to diagnose root causes of business problems
- Design learning solutions that directly align with strategic business objectives
- Utilise data storytelling to communicate the ROI of L&D initiatives to stakeholders
- Demonstrate executive presence and strategic facilitation in high-stake conversations
- Develop integration plans to embed L&D into core business processes

Comments from past participants

" Practical tools that instantly boost confidence and workplace impact."

" Engaging cases and exercises turn complex ideas into clear actions."

"Seasoned insights and real stories in different industries make learning truly memorable."

Programme Approach:
To enhance one's effectiveness in achieving results through others, there are necessary shifts in one's perspective and competencies in 3 inter-related areas.

Pre-Workshop:Strategic Intake Call	Interactive Workshop	Post-Workshop:Strategic Partner Support Package
A 15-min 1-on-1 Call to explore each participant's specific business challenge and goals for the program	2-Day Face-to-Face	Digital Toolkit Access: All templates & guides in downloadable format 1-on-1 Coaching Session: A 90-min call to develop a specific plan for building a business partnership within the organisation Community of Practice: Quarterly virtual sessions for alumni to share successes & challenges

TRAINER'S PROFILE

DR CHESTER TSANG

- ICF-accredited Professional Certified Coach
- 30+ years of award-winning expertise across healthcare, transportation, and retail industries in East Asia.
- Ranked first in Asia and second worldwide for ATD's prestigious "BEST" Award and a three-time Gold Prize winner for Training Excellence (HKMA)
- Specialises in building coaching cultures that drive upward mobility and leadership growth
- Coaching frameworks for 5,000+ managers and 500+ healthcare professionals.
- Approach centers on fostering leadership behaviours, staff engagement, and motivational strategies

KELVIN NG

- Certified in ATD facilitation| LEGO® Serious Play®
- 25+ years of cross-industry expertise in leadership development and organisational transformation
- Specializes in driving performance management systems, culture change, and competency-based learning frameworks
- Designed and implemented large-scale initiatives including leadership review frameworks, employee engagement strategies, and management trainee programmes for multinational conglomerates and hospitality leaders.

Content Highlights

Strategic Partnering & Performance Consulting

Module 1: The Mindset Evolution
Order-Taker vs. Strategic Partner: Defining the Shift

- Speaking the Language of Business
- Understanding Business Strategies

Module 2: Credibility & Partnering
Building Personal Brand as a Strategic Partner

- Stakeholders Identification & Management
- Credibility & Bonding
- Strategic Needs Exploration Conversation & Practices

Module 3: Performance Consulting Framework

- The Performance Consulting Process
- Identifying Business Needs vs. Training Requests
- Root Cause Analysis Techniques
- The Change Discovery Map

Module 4: Solution Design & Alignment

- Matching Solutions to Business Needs
- Beyond Training: The Complete Solution Toolkit
- Creating Business-Aligned Learning Objectives

Target Group: L&D Professionals, HR Partners, Experienced trainers, and Business Leaders who responsible for developing staff and achieving business results

Strategic Influence & Impact Articulation

Module 5: Data Storytelling for L&D

- The L&D Data Story Canvas
- Connecting Learning Metrics to Business Impact
- Building Compelling Business Cases

Module 6: Strategic Facilitation & Influence

- Executive Presence Building
- Managing High-Stake Conversations
- Securing Buy-in from Key Stakeholders

Module 7: Answering Tough Questions

- Steering & Bridging Techniques
- SCQA Model for Structured Communication
- Handling Executive Objections

Module 8: Partnership Action Planning

- Building Lasting Business Relationships
- Creating Your 90-Day Partnership Plan
- Habit-Building for Sustained Impact

Award of Certificate A participant who has:

- **Maintained a minimum of 90% attendance of total training hours;**
- **Pass grade in project assignment will be awarded a "Professional Certificate in Strategic Learning & Business Partner".**