



London TDM

## HR Training Courses

**Course Venue:** United Arab Emirates - Dubai

**Course Date:** From 31 May 2026 To 04 June 2026

**Course Place:** Downtown Dubai

**Course Fees:** 5,000 USD

## Introduction

Organizational Learning and Knowledge Transfer are critical components for building a resilient and innovative workplace. This course is designed to help professionals understand the processes and tools necessary for enabling effective learning and knowledge sharing within their organizations. Through interactive sessions, case studies, and practical exercises, participants will gain the skills needed to foster a culture of continuous learning and improvement.

## Objectives

- Understand the fundamentals of organizational learning and its significance.
- Analyze various models and practices for effective knowledge transfer.
- Identify barriers to knowledge sharing within organizations and strategies to overcome them.
- Develop skills to implement knowledge management systems and practices.
- Create an action plan to foster a learning culture in your organization.

## Course Outlines

### Day 1: Introduction to Organizational Learning

- Definition and significance of organizational learning
- Key theories and models in organizational learning
- The learning organization: characteristics and benefits
- Case studies: Successful learning organizations
- Interactive discussion: Experiences with organizational learning

### Day 2: Knowledge Transfer Fundamentals

- Understanding knowledge types: tacit vs. explicit
- Processes and mechanisms for effective knowledge transfer
- Tools and technologies for knowledge sharing
- Strategies for capturing and codifying knowledge
- Group activity: Analyzing knowledge transfer case studies

### Day 3: Overcoming Barriers to Knowledge Sharing

- Identifying common barriers to knowledge sharing
- Techniques to foster trust and collaboration
- Role of leadership in promoting knowledge sharing
- Cultural and structural considerations in knowledge transfer
- Workshop: Designing interventions to overcome specific barriers

### Day 4: Implementing Knowledge Management Systems

- Components of successful knowledge management systems
- Technology's role in supporting knowledge management
- Integrating knowledge management with organizational strategy
- Metrics and evaluation of knowledge management efforts
- Case study analysis: Implementing KM systems

## **Day 5: Creating a Learning Culture**

- Defining and nurturing a learning culture
- Strategies to embed learning into daily operations
- Role of continuous improvement in organizational learning
- Empowering employees as knowledge creators
- Action planning: Developing a roadmap for your organization