

Uniquely STADA PROFESSIONAL CERTIFICATE IN SUSTAINABLE WORKPLACE LEARNING (PCSWL)



PROGRAM OVERVIEW

Labor market dynamics indicate an ongoing trend in employee inclinations towards flexible work arrangements and alternative employment models, emphasizing lateral growth opportunities and continuous learning. The most apparent manifestation of workplace respect surfaces through the presence of productive, innovative employees who exhibit mutual awareness and appreciation. Conversely, the absence of respect within a workplace can yield detrimental effects such as heightened turnover, conflicts, and grievances, as well as diminished morale, attendance, and overall productivity.

The challenge for organizations is to develop a sustainable workplace learning management strategy that maximizes quality and productivity in line with these evolving trends. The Uniquely STADA Professional Certificate in Sustainable Workplace Learning program is designed to give learning and development senior executives and HR professionals the tools to lead transformation in sustainable workplace learning.

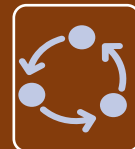
The STADA Professional Certificate in Sustainable Workplace Learning program offers a comprehensive 2-Credit Unit course, spanning 16 hours of open learning. This curriculum is specifically designed to align with and support the Singapore National Workplace Learning Framework (NWL). By adhering to the NWL, the program provides enterprises with a structured pathway to cultivate a sustainable organization-wide workplace learning ecosystem. This ecosystem serves as the bedrock for fostering a sustainable learning organization or teaching organization, ensuring continuous growth and development within the company.

Embracing the Singapore (NWL) framework empowers businesses to synchronize capability development with their operational requirements, leading to the establishment of exemplary sustainable workplace learning practices. These practices have the potential to elevate employee performance, bolster retention rates, foster competency development, and cultivate a thriving learning culture. Employing the framework efficiently and strategically enables organizations to gain valuable insights into their position on the sustainable workplace learning journey and identifies areas that require attention to bridge existing learning gaps.

WHO SHOULD ATTEND:

- Adult Education Industry Professionals: All staff and associates responsible for workplace learning activities will benefit from this workshop.
- Aspiring HR Professionals: Individuals planning to start their careers in the Adult Education industry will gain valuable insights to kickstart their journey with confidence.

STADA PROFESSIONAL CERTIFICATE IN SUSTAINABLE WORKPLACE LEARNING



ALIGN

(Sustainable
Business
Strategy)

Module 1:
Reskill the
Future
Workplace
Learning

DESIGN

(Sustainable
Workforce
Capabilities)

Module 2: Plan
the Workplace
Learning

Module 3:
Implement
Workplace
Learning Needs
Analysis

SUSTAIN

(Sustainable
Workplace
Learning)

Module 4:
Facilitate a
positive learning
environment in
the workplace

Module 5:
Implement
workplace
learning
solutions in the
workplace





COMMUNICATION STRATEGY

LEARNING OUTCOMES

By the end of this program, the learners will be able to:

- **Align** existing and future core competencies in the organization with strategic business goals.
- **Identify** core benefits of sustainable workplace learning and promote through various organization platforms.
- **Establishes** sustainable workplace learning program for current and future needs.
- **Align** sustainable workplace learning plans to organization strategy.
- **Develop** sustainable workplace learning plan to ensure all learning needs are mapped to support business units.
- **Conducts** a workplace learning needs and skills gap analysis.
- **Promotes** a conducive workplace learning environment at work across various levels of the organization.
- **Engages** employees to systematically learn within the work process.
- **Evaluates** the learning outcomes to ensure alignment to organization's strategic goals.
- **Identify** areas for continual improvement and the sustainability of the workplace learning efforts.

PROGRAM STRUCTURE

			
Certificate of Achievement	Delivery Option Classroom or ZOOM	16 Hours 5 Masterclass Modules	Highly Interactive Practical & FUN

Unique Course Methodology:

The STADA Professional Certificate in Sustainable Workplace Learning program is uniquely designed to incorporate a diverse range of engaging teaching methods, including interactive lectures, group discussions, hands-on activities, card games, reflections, and self-assessment quizzes. These practical exercises have been carefully customized to address the unique challenges and scenarios frequently encountered by adult education professionals. As a result, participants will be able to readily apply the knowledge and skills they acquire during the program. Furthermore, the course facilitator will actively provide constructive feedback and guidance throughout the workshop, fostering an effective and enriching learning experience for all attendees.

Assessment and Certification:

Participants' comprehension and application of the course concepts will be evaluated through group activities, real-world problem-solving tasks, and a final project. Upon successful completion of the experiential workshop, participants will receive a STADA Professional Certificate of Achievement, demonstrating their commitment to workforce sustainability and continuous learning.

Date and Location:

28th and 29th August 2023 (Monday and Tuesday)

Venue: Face-To-Face Facilitation Session at Lifelong Learning Institute, 11 Eunos Road 8, Singapore 408601

Course Fees:

Participant's Profile	Singapore Citizen ≥40 years	Singapore Citizen 21-39 years/ Spore PR/ Others ≥ 21 years
Full Course Fee	\$ 1580.00	\$ 1880.00
STADA Members/Associates	\$ 1180.00	\$ 1180.00

STADA Membership- <https://www.stada.org.sg/membership>

Program Topic: Overview of the 5 Masterclass Modules

Module 1	Reskill the Future Workplace Learning: The organization demonstrates a keen awareness of the essential competencies required to attain its objectives and achieve success. To promote a culture of continuous improvement, the organization implements policies and practices that actively foster a learning-friendly environment. <ul style="list-style-type: none">• Conduct an analysis of existing and forthcoming core competencies that align with strategic objectives.• Internalize the advantages and impact of workplace learning on both employees and business development.• Establish a workplace learning culture, with a focus on empowering leaders to foster employee development as a fundamental element of the culture.• Implement processes to cultivate a culture that is conducive to learning and growth.
Module 2	Plan the Workplace Learning: The organization methodically and intentionally arranges workplace learning activities. A strong focus on enhancing the quality of workplace learning persists, ensuring alignment with both present and future business requirements. <ul style="list-style-type: none">• Systematically create workplace learning programs that address both current and future needs.• Align individual and corporate learning calendars with organizational strategy in Workplace Learning Plans.• Establish a structured system to track the implementation of workplace learning initiatives.• Foster collaboration with learning training partners to enhance the effectiveness of workplace learning programs.
Module 3	Implement Workplace Learning Needs Analysis: The organization consistently performs self-assessments to analyze its workplace learning needs. <ul style="list-style-type: none">• Analyze Workplace learning needs and skills gap.• Design Workplace learning plans to support business units.• Plan Learning journeys according to their needs and personal circumstances.

<p>Module 4</p>	<p>Facilitate a Positive Learning Environment in the Workplace: A positive workplace learning environment is fostered, incorporating diverse approaches tailored to meet the distinct needs and profiles of all employees.</p> <ul style="list-style-type: none"> • Establish a culture of flexible learning opportunities within the organization. • Encourage employees to engage in systematic learning within their work processes. • Facilitate professional development opportunities to support employees' learning and career progression. • Utilize technology to implement effective and innovative learning solutions.
<p>Module 5</p>	<p>Implement Workplace Learning Solutions in the Workplace: The organization methodically and strategically implements workplace learning activities, considering employees' learning profiles and skill requirements.</p> <ul style="list-style-type: none"> • Execute effective learning solutions. • Check that learning outcomes are aligned with the organization's strategic goals. • Maintain and enhance continual improvement in workplace learning efforts. • Explore creative strategies to stay up to date with desired competencies.

Enroll Today: Closing Date 18th August 2023

Don't miss this opportunity to invest in your future success. Secure your spot in the **STADA PROFESSIONAL CERTIFICATE IN SUSTAINABLE WORKPLACE LEARNING (PCSWL)** experiential workshop by enrolling today.

For Registration and Inquiries: Dr. Tommy Tan

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Master Facilitator & Principal Consultant



Dr. Tommy Tan is a highly experienced and accomplished professional in the field of workforce sustainability and leadership. With a strong educational background and extensive practical expertise, he has emerged as a leading authority in fostering effective talent management and learning environments within corporate settings.

His journey began with the pursuit of lifelong learning and higher education, culminating in a Doctorate in Business Administration from Switzerland. Additionally, he holds a master's degree in human resource management, with a focus on learning theories and performance enhancement. Armed with this comprehensive academic foundation, Dr. Tommy set out to make a significant impact in the realm of workforce sustainability and leadership in Asia.

Over the course of more than two decades, Dr. Tommy has amassed an impressive track record, working with a diverse range of industries, including Fortune 500 companies, government agencies, and non-profit organizations across Asia. In each setting, he played a crucial role in designing and implementing innovative sustainable workplace learning programs that were tailored to the specific needs of the organizations he served. His deep understanding of adult learning principles and organizational dynamics allowed him to create engaging and effective learning initiatives that resonated with employees at all levels.

One of Dr. Tommy's key contributions to the field lies in his pioneering work on combining traditional training methods with technology-based learning approaches. By integrating e-learning platforms, and gamification elements, he elevated the learning experience, resulting in increased employee engagement and enhanced knowledge retention. This blend of old and new methodologies has become a hallmark of his successful programs.

Moreover, Dr. Tommy is a strong advocate for data-driven decision-making in learning and development. He firmly believes in the importance of evaluating training effectiveness and using analytics to assess the impact of learning initiatives on organizational outcomes. This evidence-based approach ensures that the learning strategies he designs align with the overall business objectives, providing tangible value to the organizations he collaborates with.

In addition to his individual contributions, Dr. Tommy has demonstrated strong leadership in the workplace learning community. He actively mentors and guides emerging professionals in the field, nurturing the next generation of workplace learning specialists. Furthermore, his collaborative spirit shines through his interactions with cross-functional teams, where he collaborates to create comprehensive talent development programs that foster a culture of continuous learning within organizations.

Dr. Tommy Tan's extensive knowledge, leadership, and dedication have made him an influential figure in the field of workforce sustainability and leadership. His expertise has had a significant impact on the professional development of individuals and the overall success of organizations, cementing his position as a highly sought-after expert in his field. Dr. Tommy Tan is actively engaged in the process of writing a book centered around "Singapore Workforce Sustainability and Leadership." His goal is to have the book published by the end of 2023. Notably, since 2020, Dr. Tommy Tan has served as an esteemed advisory board member for Curriculum Development at the Singapore Training and Development Association (STADA).

Learning Journey

DBA (Swiss), MSc HRM (Dublin) Ireland, BBus HRM (La Trobe) Australia, GDip HRM (SHRI) Spore, Dip.Adm.Mgmt. (UK), Dip. Mechanical Engg. (Spore), Dip. Public Relations & Marketing (UK), ACTA (WDA, Spore), AlnstAM (UK), AMA (Prof.) USA, LLCC (UK), Certified Quality Manager (CQM Spore), IRCA Certified Internal QMS Auditor, Certificate ISO 21001:2018 EOMS Internal Auditor, Certified Facilitator (DDI, Spore), Certified Management Consultant (Spore), Certified OJT Consultant (Spore), Action Learning Coach (WIAL), Association for Talent Development (ATD, USA) Facilitating Virtual Training Certificate, Design Virtual Training (Boston, USA) authorized by IACET: International Association for Continuing Education and Training, Micro-learning Online Certification (ATD, USA), SUE Masterclass Behavioral Design, Amsterdam BD Academy, The Emotional Cultural Deck Practitioner (ECD), New Zealand, Cert. Sustainability Strategies and Green Economy, Spore. Mgmt. Uni. (SMU, Spore), Certified Workplace Happiness Consultant, Berkeley Well-Being Institute, USA.

