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COURSE BROCHURE

# Advanced Mini MBA in Learning and Development Investment Training

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Registered in the United Kingdom and Saudi Arabia

# Advanced Mini MBA in Learning and Development Investment Training

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The Advanced Mini MBA in Learning and Development Investment is a 2-week training course for heads of learning and development and HR business partners who fund and defend workforce capability, and it ends with a capability academy investment case. Finance committees now question every learning budget line, so development leaders need the language of cost, return and risk. Jupiter Prime Training delivers this Mini MBA in Learning and Development Investment for senior people leaders.

## Why Mini MBA in Learning and Development Investment Matters Now

Three forces shape learning spend today. Skills shift faster than job descriptions, so capability gaps open inside existing roles. Chief financial officers treat training as discretionary unless its link to output is shown. Boards and investors also ask for human capital disclosure, and ISO 30414 Human Capital Reporting Guidelines sets out metrics that include development cost and participation. An organisation that prices capability well protects critical roles during budget cuts; one that cannot loses its academy first. The course draws on four-level training evaluation and ADDIE instructional design as working models.

## Who Gains Most from Mini MBA in Learning and Development Investment

- Leaders accountable for the annual learning budget and its allocation across business units
- HR business partners who negotiate capability priorities with divisional heads
- Corporate academy directors responsible for faculty, curricula and operating cost
- Talent development heads who own leadership pipelines and succession readiness
- Learning operations managers who run vendor panels, platforms and scheduling

A people function that sends its learning head, an HR business partner and a finance partner together gains most, because the investment case then reflects all three viewpoints.

## Mini MBA in Learning and Development Investment Capabilities

Participants leave able to argue for capability spend in the terms a finance committee uses.

- Calculate the cost of a capability gap in lost output and rework — divisional heads
- Build a zero-based learning budget with ranked funding tiers — the chief financial officer
- Weigh build, buy and borrow options for each capability — the executive committee
- Design an academy operating model with chargeback rules — business unit leaders
- Specify vendor contract terms tied to completion and transfer — procurement
- Communicate return on learning with confidence ranges — the board

## Key Mini MBA in Learning and Development Investment Terms

- Capability gap cost — the value of output lost, delayed or reworked because a workforce lacks a defined skill at the required level.
- Return on learning — the net benefit of a development initiative divided by its full cost, expressed with stated assumptions and ranges.
- Chargeback model — a rule that allocates academy costs to the business units that consume its courses, by seat, hour or subscription.
- Learning transfer — the degree to which skills gained in training are applied on the job and sustained over months.
- Zero-based learning budget — a budget rebuilt from nothing each cycle, where every initiative must justify its funding afresh.
- Human capital report — a structured disclosure of workforce metrics such as development spend, participation and capability, guided by ISO 30414.

## Mini MBA in Learning and Development Investment Day by Day

### Day 1: Capability as a Business Asset

- Strategy Maps for Capability — Which Skills Drive Revenue and Margin
- Critical Role Segmentation — Where Development Spend Earns Most
- Skills Half-Life Estimates — How Fast Current Capability Decays
- Stakeholder Mapping for Learning Spend — Who Funds and Who Blocks
- Learning Function Maturity Scan — Starting Point for Reinvestment

### Day 2: Finance for Development Leaders

- Income Statement Reading — Where Training Cost Sits and Why
- Capital Versus Operating Expenditure — Treatment of Academy Assets
- Cost Behaviour and Break-Even — Fixed Faculty Versus Variable Vendors
- Net Present Value Basics — Comparing Multi-Year Capability Options
- Payback Period Logic — Answering the Chief Financial Officer Quickly

### Day 3: Costing Capability Gaps

- Training Needs Analysis Linked to Output — Prioritising Real Shortfalls
- Error and Rework Costing — Valuing Quality Losses from Skill Gaps
- Cost of Vacancy and Time to Competence — Hiring Versus Developing
- Productivity Ramp Curves — Valuing Faster Onboarding
- Gap Heat Map by Business Unit — Ranking Investment Candidates

### Day 4: Budgeting and Portfolio Choices

- Zero-Based Learning Budget — Defending Each Initiative from Scratch
- Learning Portfolio Matrix — Balancing Compliance, Core and Growth Spend
- Build, Buy or Borrow Analysis — Sourcing Each Capability
- Funding Tier Ranking — What Survives a Ten Percent Cut
- Scenario Budgets — Responding to Growth or Contraction Plans

## Day 5: Academy Operating Models

- Centralised, Federated and Hub Models — Choosing Academy Structure
- Faculty Mix of Internal Experts and Associates — Cost and Quality
- Chargeback and Subscription Rules — Allocating Academy Cost Fairly
- Learning Platform Total Cost of Ownership — Licence and Content Spend
- Academy Service Catalogue — Defining What Units Can Buy

## Day 6: Vendors and Contracts

- Vendor Panel Design — Breadth of Supply Versus Leverage
- Request for Proposal Scoring — Selecting Providers on Evidence
- Outcome-Linked Payment Terms — Sharing Risk with Suppliers
- Intellectual Property and Content Reuse Clauses — Protecting Investment
- Supplier Performance Scorecard — Renewal and Exit Decisions

## Day 7: Evaluating Return on Learning

- Four-Level Training Evaluation — Choosing the Right Depth per Initiative
- Isolation Techniques and Control Groups — Separating Training Effect
- Monetising Business Measures — Converting Gains into Value
- Return on Learning Ranges — Presenting Conservative and Likely Cases
- Learning Transfer Drivers — Manager Support and Practice Time

## Day 8: Human Capital Reporting

- ISO 30414 Development Metrics — Spend, Participation and Hours Disclosure
- Capability Dashboards for Executives — Selecting Few Telling Indicators
- Leading Versus Lagging Learning Indicators — Early Warning Signals
- Internal Mobility and Promotion Rates — Proof of Development Payoff
- Data Quality Rules for Learning Records — Credible Reporting

## Day 9: Influencing Investment Decisions

- Executive Committee Paper Structure — Decision Requested Up Front
- Objection Handling with Finance Partners — Testing Assumptions Openly
- Risk Register for Capability Initiatives — Delivery and Adoption Risks
- Sponsor Coalitions Across Business Units — Shared Ownership of Spend
- Post-Investment Review Design — Committing to Accountability

## Day 10: Practising the Capability Academy Investment Case

- Gap Costing Applied to a Chosen Unit — Day Three Methods Revisited
- Budget Tiers and Sourcing Choices — Day Four Options in Use
- Academy Model and Vendor Terms — Days Five and Six Combined
- Peer Challenge Panel — Stress Testing Return on Learning Claims
- Capability Academy Investment Case — Final Version for Committee

## Applying Mini MBA in Learning and Development Investment After the Course

- Run a gap costing exercise with one divisional head to rank the next three capability initiatives by value.
- Rebuild the coming learning budget on a zero-based basis and present its funding tiers to the finance partner.

## Mini MBA in Learning and Development Investment Questions FAQ

### What is a Mini MBA in Learning and Development Investment and why does it matter now?

It is business and finance training for people who fund workforce capability. It matters now because learning budgets face hard scrutiny, and leaders who can cost gaps, rank spend and evidence return keep critical development funded when others are cut.

### Which roles gain most from a Mini MBA in Learning and Development Investment?

Heads of learning, academy directors and HR business partners gain most. Talent development and learning operations leads also benefit, especially when they negotiate budgets, manage vendor panels or report development outcomes to executives and boards.

### How does a Mini MBA in Learning and Development Investment differ from a general HR leadership course?

It concentrates on the money side of development rather than the whole people function. General HR leadership courses cover reward, relations and strategy broadly, while this one goes deep into gap costing, academy economics, vendor contracts and return on learning.

### What do you bring back from a Mini MBA in Learning and Development Investment?

You bring back an investment case for a capability academy, tested by peers. It contains costed gaps, a tiered budget, an operating model, vendor terms and a return range you can present to your finance and executive committees.

## Mini MBA in Learning and Development Investment: The Way Forward

The capability academy investment case first informs which development initiatives receive funding in the next budget round. Learning heads, HR business partners and finance partners use it together to set priorities and supplier terms. After its first cycle, revisit the transfer assumptions, since actual on-the-job application, more than course completion, decides whether the forecast return was realistic.