

2027

OPEN PUBLIC
LEARNING CALENDAR

Build capability.
Strengthen performance.
Shape the future of work.



21 learning
experiences
across **4** capability pathways



Building Capability That Powers Organisations

At Ideas & Update, we do not simply train people. We build the human capability that enables individuals, teams and organisations to perform, adapt and grow.

This calendar brings together practical learning experiences across leadership, people management, managing self, and learning and capability development. Each programme is designed to support workplace application, stronger performance and meaningful growth.

At a Glance



21

Learning
Experiences



4

Capability
Pathways



10

Months



Accra

Practical learning. Workplace relevance.
Sustainable capability.



CAPABILITY PATHWAYS AT A GLANCE

Choose the Pathway That Matches Your Growth Priorities

The 2027 calendar is organised into four capability pathways so individuals and organisations can identify the learning experiences that best support their current priorities and future goals.



Leadership & Management

Developing the presence, judgement and leadership capability required to influence others, lead teams and drive change with credibility.

7

programmes



People Management

Creating workplaces where expectations are clear, people are supported and performance is sustained.

5

programmes



Managing Self

Strengthening emotional intelligence, workplace relationships and personal capability behind sustainable performance.

4

programmes



Learning & Capability Development

Equipping learning professionals to build capability that supports performance, transformation and growth.

5

programmes



“ FOUR PATHWAYS. FOCUSED LEARNING. MEASURABLE IMPACT. ”

2027 PROGRAMME CALENDAR

Quarter 1 and Quarter 2

A practical schedule of open public learning experiences from February to June 2027.



QUARTER 1 — February–March 2027

- **3–5 February 2027 —**
Establishing Leadership Presence and Influence
- **10–11 February 2027 —**
Performance Management Essentials
- **18–19 February 2027 —**
Emotional Intelligence and Personal Effectiveness
- **24–26 February 2027 —**
Leading Organisational Culture and Employee Experience
- **17–19 March 2027 —**
Elevating Workplace Synergy Through Communication & Relationships



QUARTER 2 — April–June 2027

- **7–9 April 2027 —**
Building the Foundations of Effective Leadership
- **21–23 April 2027 —**
The Learning & Development Administrator
- **5–7 May 2027 —**
People Skills for Line Managers
- **19–21 May 2027 —**
Competency Management and Capability Development
- **2–4 June 2027 —**
Leading and Energising High-Performing Teams



PLAN. LEARN. LEAD. BUILD CAPABILITY. DRIVE IMPACT.

2027 PROGRAMME CALENDAR

Quarter 3 and Quarter 4

A practical schedule of open public learning experiences from August to December 2027.



QUARTER 3 — August–September 2027



11–13 August 2027 —
Leading and Managing
Learning & Development



25–27 August 2027 —
Leading Change, Driving
Transformation and Innovation



8–10 September 2027 —
Transitioning from Individual
Contributor to Managing Others



28–30 September 2027 —
Essentials of Human Resource
Management and Development



QUARTER 4 — October–December 2027



8–10 October 2027 —
Mastering Difficult Conversations



20–22 October 2027 —
The Learning Experience Designer



3–5 November 2027 —
Preparing Towards an Honourable Retirement



17–19 November 2027 —
Coaching and Mentoring for Performance



24–26 November 2027 —
The Learning and Development Specialist



8–10 December 2027 —
Leading with Authenticity, Purpose and Energy



15–17 December 2027 —
Diversity, Inclusion and Belonging
in the Workplace



The two one-day programmes in November and December are shown within their programme windows pending final day confirmation.

PATHWAY

Leadership & Management

Developing the presence, judgement and leadership capability required to influence others, lead teams and drive change with credibility.

This pathway supports aspiring, emerging and experienced leaders to strengthen self-leadership, influence, team leadership, change leadership and authentic presence.

Programmes in This Pathway

- 01 |  Establishing Leadership Presence and Influence >
- 02 |  Building the Foundations of Effective Leadership >
- 03 |  Leading and Energising High-Performing Teams >
- 04 |  Leading Change, Driving Transformation and Innovation >
- 05 |  Transitioning from Individual Contributor to Managing Others >
- 06 |  Mastering Difficult Conversations >
- 07 |  Leading with Authenticity, Purpose and Energy >



Leadership capability shapes direction, performance and trust.



PROGRAMME DETAIL

Establishing Leadership Presence and Influence



3-5
February 2027



3
Days



Accra



Programme Overview

Leadership is experienced through more than position or technical competence. It is reflected in how a leader communicates, shows up under pressure, builds credibility and mobilises others around priorities. This programme helps participants strengthen their presence, influence and visible leadership impact while remaining authentic.



Participants Will Explore

- Projecting credible leadership presence
- Communicating with confidence and clarity
- Understanding how they are currently experienced by others
- Influencing stakeholders without over-relying on authority
- Strengthening professional visibility while remaining authentic



Best Suited For

Supervisors, team leaders, managers, project leaders and high-potential professionals preparing for broader leadership responsibility.



Practical Experience

Leadership Presence and Influence Map.



“



Stronger presence.
Greater influence.
Authentic leadership
that **inspires action**.

”

PROGRAMME DETAIL

Building the Foundations of Effective Leadership



7–9 April 2027



3 Days



Accra



Programme Overview

Effective leadership begins with clarity of role, mindset and responsibility. This programme helps participants build the essential foundations required to lead self and others more intentionally, communicate expectations clearly and create the conditions for consistent performance.



Participants Will Explore

- The difference between leadership and management
- Leading self before leading others
- Building trust, accountability and credibility
- Communicating direction and expectations clearly
- Developing the core behaviours of effective leaders



Best Suited For

New managers, supervisors, first-time leaders, team leaders and technical professionals transitioning into leadership responsibilities.



Practical Experience

Leadership Foundations Action Plan.



PROGRAMME DETAIL

Leading and Energising High-Performing Teams



2-4 June 2027



3 Days



Accra



Programme Overview

High-performing teams do not happen by accident. This programme helps participants build the clarity, cohesion, motivation and disciplined execution needed to energise teams and sustain performance over time.



Participants Will Explore

- Setting shared goals and expectations
- Building trust and psychological safety
- Delegating effectively and sustaining accountability
- Managing team dynamics and conflict constructively
- Motivating performance and collective ownership



Best Suited For

Team leaders, supervisors, managers, project leads and professionals responsible for guiding teams and cross-functional groups.



Practical Experience

High-Performing Team Diagnostic.



PROGRAMME DETAIL

Leading Change, Driving Transformation and Innovation



25–27 August 2027



3 Days



Accra



Programme Overview

Organisations need leaders who can guide change with clarity while creating the conditions for innovation. This programme helps participants lead transformation, engage stakeholders, support adoption and convert ideas into meaningful progress.



Participants Will Explore

- Understanding the human side of change
- Engaging stakeholders and building commitment
- Creating space for innovation and experimentation
- Turning strategy into practical transformation actions
- Sustaining momentum and accountability



Best Suited For

Managers, team leaders, project leads, department heads and professionals responsible for leading change or improvement initiatives.



Practical Experience

Change and Innovation Roadmap.



PROGRAMME DETAIL

Transitioning from Individual Contributor to Managing Others

 8–10 September 2027

 3 Days

 Accra



Programme Overview

The move from individual contributor to manager requires a significant shift in mindset, responsibility and ways of working. This programme helps participants navigate that transition with greater confidence, structure and people-management effectiveness.



Participants Will Explore

- Making the shift from doing to leading
- Setting priorities, boundaries and expectations
- Delegating effectively without losing oversight
- Giving feedback and supporting performance
- Handling first-time people-management challenges



Best Suited For

New managers, recently promoted supervisors, team leaders and professionals preparing to manage others for the first time.



Practical Experience

First 90 Days Manager Plan.



PROGRAMME DETAIL

Mastering Difficult Conversations



8–10 October 2027



3 Days



Accra



Programme Overview

Difficult conversations shape trust, accountability and workplace performance. This programme helps participants approach high-stakes conversations with greater clarity, composure and skill, especially when emotions, resistance or performance concerns are involved.



Participants Will Explore

- Preparing for high-stakes conversations
- Giving candid feedback with respect
- Managing emotion and defensiveness
- Addressing conflict or underperformance constructively
- Agreeing clear next steps and accountability



Best Suited For

Managers, supervisors, team leaders, HR professionals and anyone who must lead important workplace conversations.



Practical Experience

Difficult Conversation Practice Framework.

PROGRAMME DETAIL

Leading with Authenticity, Purpose and Energy



8–10

December 2027



3

Days



Accra



Programme Overview

Sustainable leadership depends on self-awareness, values alignment and the ability to lead with authenticity and energy. This programme helps participants strengthen purposeful leadership, communicate meaningfully and sustain themselves while guiding others.



Participants Will Explore

- Clarifying leadership values and purpose
- Leading with authenticity and credibility
- Managing personal energy and resilience
- Communicating meaningfully with others
- Sustaining leadership presence under pressure



Best Suited For

Experienced managers, emerging leaders, professionals in visible leadership roles and anyone seeking to strengthen purposeful leadership.



Practical Experience

Personal Leadership Renewal Plan.

PATHWAY

People Management

Creating workplaces where expectations are clear, people are supported and performance is sustained.

People management is where organisational intentions become everyday employee experience. This pathway equips participants to align individual contribution with organisational priorities, strengthen workplace culture, manage performance fairly, build people capability and create conditions in which accountability and respect can coexist.

Programmes in This Pathway



01

Performance Management Essentials



02

Leading Organisational Culture and Employee Experience



03

People Skills for Line Managers



04

Essentials of Human Resource Management and Development



05

Coaching and Mentoring for Performance



“ Strong people. Strong teams. Sustained results. ”

PROGRAMME DETAIL

Performance Management Essentials



10–11
February 2027



2
Days



Accra



Programme Overview

Performance management is most effective when it operates as an ongoing system for alignment, evidence, dialogue and development—not as an isolated annual appraisal.



Participants Will Explore

- Translating organisational priorities into clear individual goals
- Developing SMART goals and balanced KPIs
- Monitoring progress and reviewing performance
- Conducting evidence-based feedback and coaching conversations
- Strengthening fairness during performance calibration



Best Suited For

Line managers, team leaders, supervisors, HR professionals and managers responsible for guiding and reviewing employee performance.



Practical Experience

Toolkit Lab: Strategy alignment, KPI design, review rhythm, feedback, coaching and performance-improvement tools.



PROGRAMME DETAIL

Leading Organisational Culture and Employee Experience



24–26
February 2027



3
Days



Accra



Programme Overview

Organisational culture is expressed through repeated behaviours, decisions, relationships and experiences—not only through stated values. Leaders shape that culture through what they communicate, reward, tolerate and model. This programme helps participants understand the connection between leadership behaviour, organisational culture and the employee experience across key moments of the employment journey.



Participants Will Explore

- Interpreting culture through observable behaviours, systems, symbols and everyday leadership decisions
- Identifying the moments that most strongly shape the employee experience
- Assessing gaps between stated values and lived workplace experience
- Using listening, communication and leadership routines to strengthen trust and engagement
- Designing practical culture and employee-experience improvements linked to organisational priorities



Best Suited For

Senior and middle managers, HR leaders, people and culture professionals, organisational-development practitioners, employee-experience leads and change leaders responsible for shaping workplace culture.



Practical Experience

Culture and Employee Experience Diagnostic.



PROGRAMME DETAIL

People Skills for Line Managers



5-7 May 2027



3 Days



Accra



Programme Overview

Line managers shape culture and performance through everyday interactions. This intensive learning experience develops the mindset, skills and tools required to build strong team capability through culture rather than control. Participants examine how their behaviour, communication and decisions influence trust, fairness, psychological safety, accountability and continuous learning.



Participants Will Explore

- Acting as culture carriers rather than relying only on policy enforcement
- Building trust, fairness, psychological safety and accountability through everyday behaviour
- Communicating expectations clearly and responding to people issues early and humanely
- Coaching and giving feedback in ways that build confidence, ownership and capability
- Managing performance and difficult conversations while preserving dignity and respect
- Creating team conditions in which people feel valued and consistently perform with excellence



Best Suited For

Line managers, department heads, middle managers, project managers, first-time managers, team leaders, supervisors, high-potential employees and professionals preparing for future management roles.



Practical Experience

People Skills in Practice Capstone.



PROGRAMME DETAIL

Essentials of Human Resource Management and Development



28-30
September 2027



3
Days



Accra



Programme Overview

Human resource management and development connects organisational priorities with the systems and practices that attract, support, develop and retain people. This programme provides a practical foundation across the employee lifecycle and helps participants understand how core HR responsibilities work together.



Participants Will Explore

- Explaining the strategic and operational contribution of human resource management and development
- Understanding the major stages, responsibilities and decision points across the employee lifecycle
- Supporting recruitment, onboarding, performance, development and employee-relations processes
- Applying HR policies consistently while balancing organisational requirements and employee dignity
- Strengthening documentation, confidentiality, people-data practice and professional judgement



Best Suited For

New and developing HR practitioners, HR administrators and officers, office and administrative managers, supervisors with people responsibilities, and non-HR managers who require a practical understanding of HR and employee-development processes.



Practical Experience

Employee Lifecycle and HR Practice Map.



Coaching and Mentoring for Performance



17–19
November 2027



3
Days



Accra



Programme Overview

Managers cannot build capability by providing answers for every situation. Effective coaching helps employees think, learn and take ownership, while mentoring enables experience, perspective and organisational knowledge to be shared intentionally. This programme helps participants distinguish coaching, mentoring, directing and feedback, then use each approach appropriately.



Participants Will Explore

- Distinguishing coaching, mentoring, directing, counselling and performance feedback
- Establishing clear purpose, expectations, boundaries and psychological safety for development conversations
- Using active listening and purposeful questions to build insight and ownership
- Applying structured coaching approaches to performance and development situations
- Designing mentoring relationships that support career growth and knowledge transfer
- Agreeing practical actions, follow-up measures and accountability for continued progress



Best Suited For

Managers, supervisors, team leaders, HR and L&D professionals, internal coaches, mentors, technical experts and experienced employees responsible for developing the capability of others.



Practical Experience

Coaching Conversation Lab and Mentoring Roadmap.



PATHWAY

Managing Self

Strengthening the self-awareness, relationships and personal capability behind sustainable performance.

Professional effectiveness begins with the ability to understand oneself, manage responses, communicate constructively and work well with others. The Managing Self pathway supports participants to strengthen emotional intelligence, personal effectiveness, workplace relationships, inclusion and belonging, and preparation for life beyond formal employment.

Programmes in This Pathway



01

Emotional Intelligence and Personal Effectiveness



02

Elevating Workplace Synergy Through Communication & Relationships



03

Preparing Towards an Honourable Retirement



04

Diversity, Inclusion and Belonging in the Workplace

“ Self-awareness. Better relationships. Stronger performance. ”



PROGRAMME DETAIL

Emotional Intelligence and Personal Effectiveness



18-19
February 2027



2
Days



Accra



Programme Overview

Technical competence influences what professionals can do; emotional intelligence often shapes how effectively they do it with and through others. This programme helps participants recognise the emotions, habits and pressure responses that affect judgement, communication, relationships and performance. It combines self-awareness, emotional regulation, empathy and relationship management with practical disciplines for focus, boundaries, resilience and personal accountability.



Participants Will Explore

- Recognising personal emotional patterns, triggers, strengths and blind spots
- Managing reactions more constructively during pressure, disagreement and uncertainty
- Using empathy and social awareness to interpret the needs and perspectives of others
- Communicating with greater intention, composure and relational sensitivity
- Strengthening focus, boundaries, resilience and personal accountability
- Translating emotional-intelligence insight into practical workplace behaviour changes



Best Suited For

Professionals at all levels, supervisors, team leaders, managers, customer-facing employees and anyone seeking to strengthen self-management, interpersonal effectiveness and sustainable workplace performance.



Practical Experience

Emotional Trigger and Response Map.



Elevating Workplace Synergy Through Communication & Relationships



17–19
March 2027



3
Days



Accra



Programme Overview

Workplace results depend on how effectively people exchange information, interpret intent, coordinate effort and maintain productive relationships across roles and functions. This programme helps participants communicate with greater clarity, listen more deliberately, adapt to different styles and navigate disagreement constructively.



Participants Will Explore

- Identifying communication habits and assumptions that support or weaken workplace relationships
- Listening actively, asking purposeful questions and communicating expectations with greater clarity
- Adapting communication approaches to different personalities, roles and stakeholder needs
- Giving and receiving feedback without unnecessary defensiveness or escalation
- Addressing misunderstandings and conflict in ways that protect dignity and working relationships
- Strengthening cross-functional collaboration, trust and shared accountability



Best Suited For

Employees, supervisors, managers, project teams, cross-functional groups, customer-facing professionals and anyone whose effectiveness depends on productive communication and workplace relationships.



Practical Experience

Workplace Relationship and Communication Map.



PATHWAY

Preparing Towards an Honourable Retirement



3-5
November 2027
window



1
Day



Accra



Final one-day delivery date within the programme window will be confirmed before public release.



Programme Overview

Retirement is not simply the end of formal employment; it is a major life transition involving identity, purpose, relationships, routines, wellbeing and practical readiness. This learning experience creates space for participants to reflect honestly on the transition ahead and prepare for it with greater clarity.



Participants Will Explore

- Recognising the psychological, social and practical adjustments involved in retirement
- Reflecting on identity, purpose and meaningful contribution beyond formal employment
- Considering personal wellbeing, relationships, routines and support networks for the next stage
- Identifying practical readiness areas requiring further attention, including financial-planning support where appropriate
- Preparing for knowledge transfer, closure and a positive transition from the workplace
- Developing a personal retirement-readiness action plan



Best Suited For

Employees approaching retirement, organisations supporting pre-retirement transitions, and professionals who want to prepare more intentionally for life and contribution beyond formal employment.



Practical Experience

Retirement Readiness Wheel and Transition Plan.



Diversity, Inclusion and Belonging in the Workplace



15–17
December 2027
window



1
Day



Accra



Final one-day delivery date within the programme window will be confirmed before public release.



Programme Overview

A diverse workforce does not automatically create an inclusive workplace. Inclusion and belonging are built through everyday behaviours, decisions, team norms and systems that enable people to contribute without being diminished, excluded or unfairly judged. This programme helps participants understand how assumptions, bias, communication and power can shape workplace experiences.



Participants Will Explore

- Distinguishing diversity, inclusion, equity, respect and belonging in practical workplace terms
- Recognising how assumptions, bias and everyday micro-behaviours influence employee experience
- Communicating across differences with greater curiosity, respect and cultural awareness
- Contributing to psychological safety and more inclusive participation in teams
- Responding constructively to exclusionary behaviour, disrespect and inappropriate workplace conduct
- Identifying practical actions that strengthen belonging and fair opportunity



Best Suited For

Employees and managers at all levels, HR and people professionals, team leaders, project teams, employee-resource groups and organisations seeking more respectful, inclusive and collaborative workplaces.



Practical Experience

Inclusion Moments Lab.



PATHWAY

Learning & Capability Development

Equipping learning professionals to build capability that supports performance, transformation and growth.

Modern Learning & Development connects organisational priorities, capability diagnostics, learner experience, behaviour change, performance support, technology, measurement and continuous learning. This pathway supports reliable learning operations, broad L&D practitioner capability, specialist learning-experience design, and strategic L&D leadership.

Programmes in This Pathway



01 | The Learning & Development Administrator



02 | Competency Management and Capability Development



03 | Leading and Managing Learning & Development



04 | The Learning Experience Designer



05 | The Learning and Development Specialist

“ Capability built with intention. Learning designed for impact. ”



PROGRAMME DETAIL

The Learning & Development Administrator



21–23 April 2027



3 Days



Accra



Programme Overview

Strong learning operations make effective learning possible. This programme equips participants to coordinate, support and improve learning experiences so that delivery is organised, learner communication is clear, records are accurate and stakeholders can rely on the L&D function. It also helps administrators understand the purpose behind their tasks, distinguish learning activity from capability development, recognise performance problems that may not require training, and use data, systems and evaluation support to strengthen learning quality and credibility.



Participants Will Explore

- Explaining the evolving role of L&D and the value of effective learning operations
- Coordinating learning requests, schedules, facilitators, participants, venues, platforms and materials
- Managing learner information, attendance, completion evidence, certificates and records
- Communicating professionally with learners, managers, facilitators, vendors, finance, IT and HR stakeholders
- Supporting learning systems, evaluation processes, reporting and workplace follow-up



Best Suited For

L&D administrators, training coordinators, HR administrators and officers, programme support staff, learning-operations personnel and professionals preparing to enter a broader L&D career pathway.



Practical Experience

Learning Operations Planning Clinic.



PROGRAMME DETAIL

Competency Management and Capability Development



19–21 May 2027



3 Days



Accra



Programme Overview

Competency models create a common language for the knowledge, skills, behaviours and proficiency required for organisational success. When designed and governed well, they connect strategy, recruitment, performance, learning, career development and succession. This programme provides a practical, step-by-step approach to building, reviewing and managing competency frameworks.



Participants Will Explore

- Defining and distinguishing competencies, models, frameworks and proficiency structures
- Aligning competency requirements with organisational strategy, values, culture and future capability needs
- Using job-analysis and stakeholder-engagement methods to identify role-based competency requirements
- Writing observable behavioural indicators and differentiating core, leadership and technical competencies
- Planning validation, governance, competency assessment, gap analysis and framework adoption



Best Suited For

HR, L&D, organisational-development and talent professionals; performance-management specialists; consultants; training managers; and line managers responsible for competency frameworks.



Practical Experience

Competency Modelling Practice Clinic.



PROGRAMME DETAIL

Leading and Managing Learning & Development



11–13 August 2027



3 Days



Accra



Programme Overview

The modern L&D leader is expected to do more than manage programmes. The role is to shape organisational capability, enable transformation and create the learning systems that support sustainable high performance. This programme positions participants as Growth Architects who align learning with strategy, diagnose capability needs, design learning ecosystems and capability academies, strengthen learning culture and governance, and measure organisational impact.



Participants Will Explore

- Interpreting the future-oriented role of L&D as a capability and organisational growth engine
- Diagnosing capability gaps and connecting learning priorities with business strategy and performance needs
- Designing capability architectures, learning ecosystems and blended pathways
- Strengthening learning governance, culture, technology enablement and stakeholder alignment
- Developing learning-transfer, measurement and impact frameworks that make value more visible



Best Suited For

Chief learning officers, L&D and training managers, senior HR leaders, HR business partners with learning responsibilities, OD practitioners, talent and capability specialists, learning consultants, instructional designers and experienced professionals transitioning into L&D leadership.



Practical Experience

Capability Development Transformation Blueprint.



PROGRAMME DETAIL

The Learning Experience Designer



20–22
October 2027



3
Days



Accra



Programme Overview

Learning Experience Design starts with capability, context and learner reality—not with content or slides. This programme develops the practical design capability required to create relevant, engaging and measurable learning journeys. Participants explore learner personas, stakeholder and context analysis, capability diagnostics, learning journeys, experience blueprints, modality selection, storyboarding, scenario and activity design, behaviour-change mechanisms, manager enablement, performance support, measurement and reinforcement.



Participants Will Explore

- Distinguishing Learning Experience Design from content development and conventional instructional design
- Using learner personas, stakeholder maps and capability diagnostics to define the design challenge
- Creating multi-touchpoint learning journeys and experience blueprints aligned with performance needs
- Selecting and combining in-person, virtual, digital, social and workplace-learning modalities
- Integrating practice, reflection, behaviour-change mechanisms, manager support and performance tools



Best Suited For

L&D and talent professionals, instructional designers, facilitators, HR and OD practitioners, subject-matter experts, digital-learning professionals and consultants responsible for designing learning programmes, journeys or capability solutions.



Practical Experience

Learning Experience Design Capstone.



PROGRAMME DETAIL

The Learning and Development Specialist



24–26
November 2027



3
Days



Accra



Programme Overview

The L&D Specialist operates across the full learning cycle, translating organisational and learner needs into practical development solutions. This programme builds broad professional capability in learning-needs diagnosis, stakeholder consultation, objective setting, experience design, facilitation and vendor coordination, digital and blended learning support, evaluation, reporting and workplace application.



Participants Will Explore

- Explaining the contribution of modern L&D to capability, performance, culture and organisational growth
- Diagnosing learning and performance needs and distinguishing training needs from wider workplace issues
- Defining learning objectives and shaping appropriate solutions, modalities and delivery approaches
- Coordinating facilitators, stakeholders, learning resources, technology and implementation requirements
- Supporting facilitation, learner engagement, evaluation, reporting and workplace application



Best Suited For

L&D officers, coordinators and developing specialists; HR professionals with learning responsibilities; facilitators; training professionals; subject-matter experts; and professionals seeking a comprehensive foundation for an L&D career.



Practical Experience

End-to-End L&D Practice Lab.



WHO SHOULD ATTEND?

Who Should Attend?

Professional development for different roles, career stages and organisational priorities.

The 2027 Open Public Learning Calendar is designed for professionals who want to strengthen their contribution, prepare for greater responsibility or address a specific workplace capability need. Organisations can sponsor individual participants, small groups or employees from different functions based on identified development priorities.



Choose a Programme Based On



Your current role and its most important performance demands



The next role or level of responsibility you are preparing to assume



An identified individual, team or organisational capability gap



A performance, culture, people-management or change priority



The professional pathway you want to build across the year



The Calendar Is Relevant For



Aspiring, emerging, middle and senior leaders



Supervisors, team leaders, line managers and functional managers



HR, people, organisational-development and talent professionals



L&D administrators, officers, specialists, designers and managers



Project, change and transformation leaders



Technical specialists transitioning into people-management responsibilities



Professionals strengthening communication, emotional intelligence and personal effectiveness



Employees preparing for retirement or significant career transitions



Need Help Selecting the Right Programme?

Ideas & Update can help organisations and individual participants identify suitable learning experiences based on role requirements, development priorities and intended workplace outcomes.

Learning Designed for Workplace Application

Relevant concepts. Practical tools. Reflective learning. Clear action.

Ideas & Update approaches learning as a practical capability-development experience rather than a one-way transfer of information. Programmes are designed to help participants connect new insight with the realities of their roles, practise relevant skills and leave with actions they can apply.



What Participants Can Expect

- Facilitated discussion grounded in workplace situations
- Practical frameworks, templates, diagnostics and decision tools
- Case work, scenarios, reflection and peer learning
- Opportunities to practise conversations, design solutions or solve realistic problems
- Action planning linked to the participant's role and organisational context
- A certificate of participation upon meeting the programme requirements



Value for Sponsoring Organisations

- Targeted development without the scale required for a full in-house programme
- Access to scheduled learning experiences across leadership, people management, personal effectiveness and L&D
- Stronger workplace capability through practical application rather than content exposure alone
- Opportunities to create development pathways for employees at different career stages
- A shared language and toolkit that participants can bring back into their teams
- A flexible starting point for identifying wider in-house or organisational capability needs



From Learning Event to Workplace Action —

The greatest value is created when participants discuss intended application with their manager before the programme and review progress after returning to work.

Ready to Build Capability in 2027?

Select a programme. Reserve a place.
Prepare for practical growth.

Places on our public learning experiences are limited. Early enquiries are encouraged, particularly where an organisation intends to sponsor several participants or build a development pathway across multiple programmes.

HOW TO REGISTER

- 01 Identify the programme or programmes that match your development priorities
- 02 Contact Ideas & Update to request the current programme information and registration requirements
- 03 Submit the required participant and sponsoring-organisation details
- 04 Complete payment or approved organisational sponsorship arrangements after receiving confirmation
- 05 Receive the final joining information, including the confirmed venue, programme schedule and participant preparation guidance

IMPORTANT PARTICIPATION INFORMATION

- All programmes are currently scheduled for Accra
- Programme dates, venues and delivery arrangements may be updated where operationally necessary
- Programme fees and specific inclusions will be stated in the programme confirmation or registration communication
- Registration is confirmed only after Ideas & Update has acknowledged the booking and the applicable commercial arrangements have been completed
- Where a programme cannot proceed as planned, registered participants and sponsoring organisations will be contacted directly

CONTACT IDEAS & UPDATE



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