Transformation Pillar:
**Applied AI & Agentic Transformation**

# AI-Driven Learning & Development

## AI-Enabled Learning Systems, Adaptive Learning, and Workflow Transformation for the Future-Ready Enterprise

## COURSE OVERVIEW

Artificial intelligence is rapidly transforming how organizations build capability, personalize learning, measure performance, and scale workforce readiness. Yet many L&D functions still rely on models designed for slower, more stable environments. This highly practical four-day program equips L&D professionals with the frameworks, tools, and operational approaches to redesign modern learning systems using AI-enabled workflows and adaptive learning.

Unlike conventional AI-for-L&D workshops that stop at content generation or prompting, this program begins with practical AI use and guided experimentation, then progresses to adaptive learning systems, workflow automation, and scalable learning operations. It is built on two proprietary frameworks, the FLOW-OS Framework™ (design layer) and the 10-Step API Workflow Model™ (execution layer), and shows how AI reshapes the ADDIE model and the Kirkpatrick evaluation framework in practice.

The program culminates in a hands-on capstone where participants design, build, test, and demonstrate a complete, agentic L&D workflow using no-code tools, structured operational logic, and measurable learning impact principles. No coding experience is required.

This program is delivered by world-renowned AI and Digital Transformation expert and author, **Mostafa Azzam**, who has extensive experience guiding organizations through the complexities of AI adoption and its impact on learning and workforce capability.

## COURSE OBJECTIVES

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

- **Explain** how AI is transforming Learning & Development.
- **Apply** AI to learning design, delivery, and workforce capability development.
- **Use** the ADDIE model within AI-enabled learning environments.
- **Design** adaptive and personalized learning journeys.
- **Apply** the FLOW-OS™ and 10-Step API Workflow frameworks to L&D workflows.
- **Improve** learning analytics, governance, and execution consistency.
- **Measure** learning impact and ROI using the Kirkpatrick framework.
- **Build** and demonstrate a working, agentic L&D workflow using no-code tools.

## COURSE METHODOLOGY

This program follows our decision-centered learning design, combining:

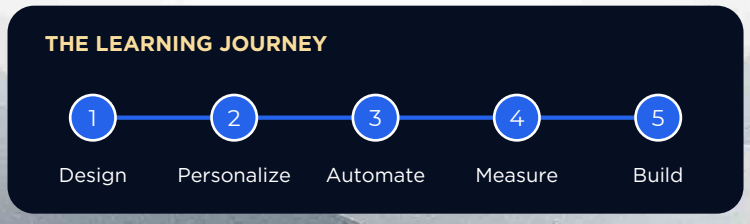
- **Opening Challenges:** Practical challenges that surface participants' assumptions before frameworks are introduced.
- **Expert-Led Briefings:** Concise, evidence-based input on concepts, frameworks, and emerging practice.
- **Case Studies and Simulations:** Realistic situations with genuine choices, where participants decide, defend, and reconsider.
- **Hands-on Activities:** Applying tools and frameworks, including AI tools, to participants' own work.
- **Ready-to-Use Tools and Templates:** Practical resources delegates can apply immediately in the workplace.
- **Capstone Project:** Build and run an AI-enabled L&D workflow, from real use case to live demonstration.

## WHO SHOULD ATTEND

This program is designed for experienced professionals, including:

- L&D Leaders and Managers
- Instructional Designers and Learning Specialists
- Talent and Leadership Development Professionals
- Learning Operations and OD Professionals
- HR Technology and Digital Learning Specialists
- HR and Workforce Transformation Leaders

This is not a foundational L&D course. It is designed for experienced professionals seeking to modernize learning systems, improve operational execution, and integrate AI into enterprise learning environments.



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