

5bi4™ Leadership Cohort

Transforming Learning Leaders into Strategic Business Powerhouses

PROGRAM DURATION
12 Weeks

TARGET AUDIENCE
Inhouse Leadership Teams

Transformation
Capability & Performance

This 12-week cohort program covers all core skills and capabilities Learning Leaders need to become strategic powerhouses. Throughout the program, participants develop the strategic, systemic and practical capabilities needed to influence business decisions, build organisational capability and lead with confidence.



PROGRAM OBJECTIVES

- Shift from Learning Delivery to Strategic Leadership
- Apply Strategic and Systemic Thinking to Organizational Challenges
- Diagnose Capability Gaps Using the 5bi4™ Framework
- Design Capability Solutions and Environments That Enable Performance
- Develop Advisory and Consulting Skills
- Build Confidence as a Strategic Learning Leader

Core Skills & Capabilities Covered

Strategic Business Thinking

Connect learning, talent, and capability initiatives to business strategy, organizational priorities and measurable performance outcomes.

Systems Thinking & Diagnosis

Understand organizations as interconnected systems, identify root causes and uncover leverage points for sustainable change.

Leadership & Influence

Strengthen your ability to lead without authority, influence stakeholders and build credibility as a trusted strategic partner.

Capability Strategy & Architecture

Translate business challenges into capability strategies, development pathways and scalable learning ecosystems.

Organizational Performance

Understand conditions that enable performance and design interventions that improve execution, not just learning outcomes.

Evidence-Based Decision Making

Use diagnostics, performance data, and business insights to prioritize interventions, measure impact and demonstrate value.

Advisory & Consulting

Partner confidently with business leaders, facilitate strategic conversations and provide evidence-based recommendations.

Learning Ecosystem Design

Design integrated learning, knowledge and performance ecosystems that support continuous capability development.

Technology & AI Enablement

Evaluate and leverage technology and AI to enhance capability, accelerate knowledge flow and improve organizational effectiveness.

Change & Transformation

Enable leaders and organizations to navigate complexity, build adaptability and sustain meaningful organizational change.

Work Analysis & Performance Consulting

Diagnose the work before prescribing the solution, ensuring interventions address the real performance challenge rather than symptoms.



The outcome is not "better training design"; it is better capability leadership.



Interested in Inhouse Cohort Options & Pricing?

Contact us today to explore custom team alignment and schedule availability.

