

Practical TNA for Business-Aligned L&D Planning

Online Workshop



DATE & TIME

December 2, 2026 | 8:00 AM - 5:00 PM

PLATFORM

Zoom

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Program Rationale

In many organizations, the annual L&D plan is prepared by collecting requested training titles from managers and employees. While this is convenient, it often produces a course list that is weakly connected to business priorities, performance gaps, compliance requirements, or workplace application. As a result, training may be delivered, attendance may be completed, but leaders still ask the difficult question: did the learning investment help improve work performance?

This webinar helps HR, L&D, OD, and line leaders strengthen the way they identify, validate, and prioritize learning needs. Participants will learn how to move beyond training requests and use practical TNA logic to connect business goals, KPI gaps, standards, manager observations, and employee inputs to a more useful L&D plan. The emphasis is not on producing more training activities, but on choosing the right capability-building priorities and identifying the support needed for learning to transfer to the workplace.

Program Description

Practical TNA for Business-Aligned L&D Planning is a one-day online learning lab that guides participants through the process of converting performance and capability gaps into a prioritized L&D plan. Instead of treating TNA as a survey or administrative requirement, the session presents it as a disciplined business conversation: What result must improve? What must people do differently? What capability gap prevents that performance? What intervention, support, and success measure will help close the gap?

Participants will use a sample organizational case pack and, where available, their own workplace data to identify learning needs using four lenses: organizational, normative, demonstrated, and felt needs. They will then validate whether the issues are training-related, non-training-related, or both; prioritize the needs using practical criteria; and build draft L&D plan entries with target groups, workplace application, intervention mix, transfer support, owners, timeline, and success measures. By the end of the webinar, participants will have a draft organizational L&D plan that can be refined and validated with stakeholders after the session.

Learning Objectives

By the end of the workshop, participants will be able to:

1. Explain how TNA supports business-aligned L&D planning.
2. Differentiate training requests, performance gaps, learning needs, and non-learning barriers.
3. Use four lenses: organizational, normative, demonstrated, and felt needs.
4. Prioritize needs using impact, urgency, risk, evidence, readiness, and transfer support.
5. Build L&D Plan entries with interventions, owners, timelines, transfer support, and success measures.

Target Participants

This workshop is recommended for:

- HR practitioners
- L&D professionals
- OD practitioners
- Training managers
- Talent development professionals,
- Supervisors,
- Managers, and line leaders involved in preparing L&D plans or recommending learning interventions.

Participant's Output

A draft organizational L&D Plan with 3 to 5 prioritized learning needs linked to business goals, workplace application, intervention mix, transfer support, owners, timeline, and success measures.

Workshop Outline

Time	Module	Key Topics/Activities
8:00-9:10	From Training Calendar to Business-Aligned L&D Plan - TNA-to-L&D planning logic - What makes a plan useful for business discussion	Explain how TNA findings become L&D Plan entries.
9:10-12:00	Identifying and Aligning Learning Needs - Four lenses of learning needs - Business impact and workplace application - Capability gap statements	Identify possible learning needs and link them to business goals, KPIs, risks, or change requirements.
1:00-2:30	Validating and Prioritizing Learning Needs - Training vs. non-training issues - Prioritization criteria and scoring	Separate learning needs from non-learning barriers and rank priorities.
2:45-4:15	Building L&D Plan Entries - Learning objective, intervention mix, owner, timeline - Transfer support and success measures	Convert priority learning needs into practical L&D Plan entries.
4:15-5:00	Draft L&D Plan Build-Out and Validation Next Steps - Final plan completion 2-minute plan pitch - Stakeholder validation actions	Complete a draft L&D Plan and identify next steps for validation.

Learning Methodology

The webinar uses short discussions, case analysis, breakout activities, worksheets, peer review, facilitator coaching, and a final planning build-out. Participants may use their own pre-work data or the provided case pack.

Facilitator's Profile



Edwin C. Ebreo

CEO & Founder of
ExeQserve Corporation

Why is Ed Ebreo your best choice for conducting this training?

Ed is recognized by the Philippine Society for Talent Development as a Certified Professional Training Designer (CPTD), and Certified Professional Training Facilitator (CPTF). He contributed significantly in the design and delivery of related certification courses to numerous practitioners.

Edwin is a seasoned expert in Organization Development and Talent Management with three decades of diverse experience spanning retail, financial, BPO, and HR consulting sectors. As President of the Philippine Society for Talent Development and host of "Usapang Training Atbp.", he plays a vital role in advancing the talent management practice in the country. Renowned for his proficiency in facilitating strategy formulations, policy development, and change management initiatives, Ed has led numerous projects aimed at enhancing organizational effectiveness and talent development. Widely recognized for his prowess in designing and implementing learning activities tailored to meet clients' unique needs across various industries, his commitment to empowering HR practitioners and individuals underscores his passion for nurturing talent and driving organizational success.

Learning Investment

Details	Duration	Early Bird Rate	Date
Practical TNA for Business-Aligned L&D Planning	8 hours	Php 1,680.00 (VAT Inclusive)	December 2, 2026

Note: The early bird rate is valid until November 25, 2026. After this date, the regular rate of PHP 2,240 per participant, VAT-inclusive, will apply.

Payment and Registration

Register through our online registration form <https://forms.gle/NyFh4KWD3Lh2SwXj7>
And follow the instructions to settle your payment.

You may also opt to register through our Account Managers:

Step 1 - Send us a list of participants you want to register. Kindly include their full names, designations, and email addresses.

Step 2 - For the invoice, also provide the following:

- BIR 2303
- Key contact person (Full Name/Designation/Contact Number) for billing purposes.
- Billing Delivery Address

Step 3 - Settle your payments through bank transfer or bank deposit, and send us a copy of the proof of payment.

Bank Details

Account Name: EXEQSERVE CORPORATION

Account No. : 000-0005962-081

Bank: Security Bank (Dela Rosa Branch)

About ExeQserve

EXEQSERVE CORPORATION is an HR and Organization Development solutions provider that has been operating since 2007. As a strategic partner, we have helped our clients build high-performing teams by offering training, public workshops, and other HROD interventions.

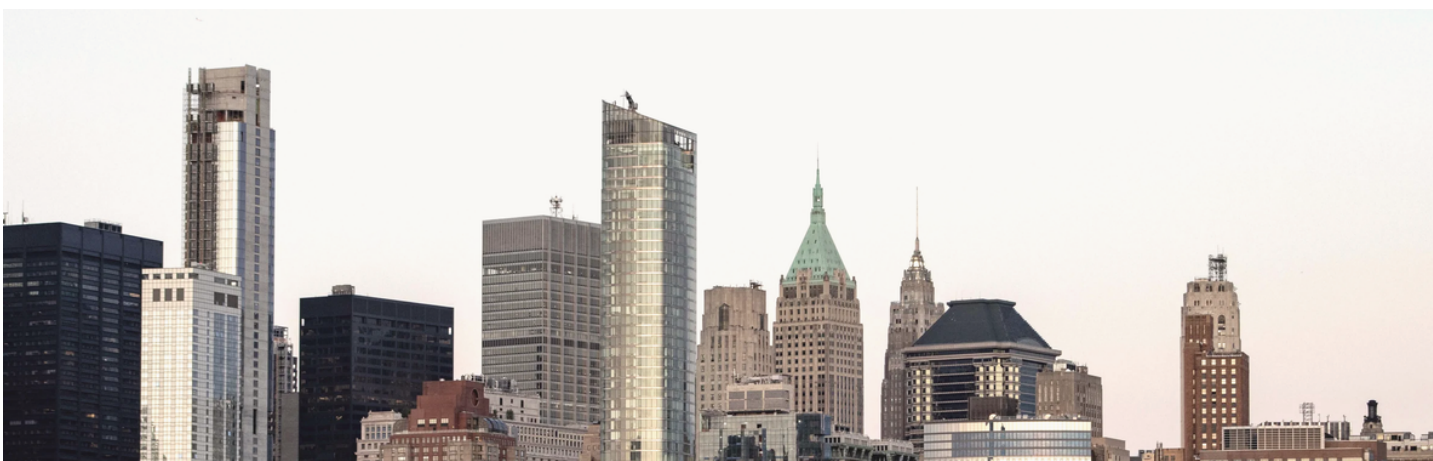
Training

ExeQserve Training will work closely with you to identify your training needs. We tailor-fit our programs to ensure that your employees get exactly what they need. With our passion for fun, balanced with our practical and skills-focused approach, we deliver training that is right for you.

At ExeQserve, we believe that the best way to develop employees' capacity to perform is through a strategic talent development approach.

Consulting

ExeQserve HROD Consulting does its best to understand your organization, its goals, and aspirations, and its current situation and identify the best solution to help enable and empower your employees to contribute to goal achievement. We design employment policies, incentive programs, performance management systems, and other interventions to help you achieve organizational alignment.



Mission and Vision



Our Vision

Powered by a successful team of professionals, ExeQserve shall be a sought-after partner of local and international organizations for our innovative and high quality talent and organization development solutions.



Our Mission

We are committed to providing outstanding services to help companies build teams of high performing individuals



Our Values

Our people are committed to giving value-adding services through:

Pursuit of Excellence

Creativity & Resourcefulness

Customer Intimacy

Flexibility

Teamwork

Fun