



The CLO100 Impact Residency

Day 1: Aligning with the business and demonstrating impact

10:00 – 10:30: Welcome to Day 1

10:30 – 11:15: Learning Leaders Conversation study – With IMELD AI

We begin the 2 days by introducing the Learning Leaders Conversation Study and sharing emerging insights into the conversations shaping modern learning leadership today. We will explore how the study combines discovery interviews, personalised AI simulations and reflection to understand the high-stakes discussions L&D leaders navigate, from senior stakeholder influence and competing priorities to organisational change and strategic decision-making.

11:00 – 11:30: Refreshment Break

11:30 – 12:45: Business Alignment – with Corporate DNA

L&D leaders today are more capable than ever, but that expertise doesn't automatically translate into influence in the room that matters most - the executive table. This session addresses that gap: the shift from being valued for functional excellence to being valued for business impact. It uses current HR capability data (Josh Bersin) to make the case that this shift is urgent, then gives delegates a practical framework and live practice to start closing the gap immediately.

12:45 – 13:45: Lunch

13:45 –15:00: Demonstrating Value & Impact – with the Institute of Transfer Effectiveness

While organisations invest heavily in training to improve performance and deliver business impact, only around 20% of learning is typically applied in day-to-day work. This session explores what makes transfer more likely, helping you assess how transfer-fit your organisation is and identify the 12 levers of transfer effectiveness. Using a practical transfer card game, you will uncover barriers in your own programmes and leave with practical ideas and a ready-to-use feedback template to measure transfer and impact after training and again around 60 days later.

15:00 – 15:30: Refreshment Break

15:30 – 16:30: Interview with Guest Sonia Mooney

Join us for an interview and live Q&A with Sonia Mooney, global HR transformation consultant, multi-award-winning practitioner and creator of High-Impact HR. Sonia will share practical insights on simplifying HR complexity, redesigning processes and technology, and creating people-centred solutions that deliver lasting business impact. The conversation will also explore how HR teams can strengthen collaboration, influence and organisational value, followed by an opportunity for you to ask Sonia their questions.

16:30 – 17:00: Reflections and Actions

Close the day by taking stock of the ideas, insights and connections that will make the greatest difference in your work. This reflective session creates space to identify key takeaways, consider what they mean in your own context, and commit to one or two practical actions you can take forward after the event.

Evening

19:30: Private Dinner



Day 2: Marketing learning through executive presence and storytelling

9:00–9:15: Welcome to Day 2

9:15–10:30: Executive Presence and Influence – with Energising Leaders

This practical, high-energy session will help you pitch learning and development ideas more confidently and persuasively to senior stakeholders. Through a live role-play, practical frameworks and small-group practice, participants will explore what makes a pitch credible, commercially relevant and compelling. Attendees will leave with actionable techniques to handle objections, secure.

10:30–11:00: Refreshment Break

11:00–12:00: Group Fishbowl Activity

A dynamic, participant-led discussion where a small group explores a live topic in the centre of the room while others listen, contribute and rotate into the conversation. The fishbowl creates space for diverse perspectives, shared learning and practical insight.

12:00–13:00: Lunch

13:00–14:15: Storytelling for impact – with Auspicious

For L&D leaders, communicating information is not enough, messages need to be remembered, repeated and acted on. This interactive session explores simple storytelling techniques to make complex ideas more engaging and memorable across learning design, senior stakeholder influence and team leadership. You will experience storytelling in action and leave with practical ways to make your messages land and stick.

14:15–14:45: Refreshment Break

14:45–15:45: Live Practice – with IMELD AI

Put the learning from the past two days into practice in a safe, realistic environment. Using personalised IMELD AI simulations, you will have the opportunity to rehearse high-stakes leadership conversations and gain feedback to build confidence, judgement and capability. This hands-on session offers the opportunity to test different approaches, learn from the outcome in a safe space and translate insight into action for real workplace conversations.

15:45–16:30: Final Reflections and Commitments

As the two-day residency ends, this final session creates space to reflect on the insights, conversations and practical tools that will have the greatest impact in your role. You will identify the actions you are committed to taking forward, share these with an accountability partner and agree how you will stay connected beyond the residency. The session ensures that the learning does not end with the event but becomes meaningful action in the workplace.

16:30–16:45: Event Wrap up and Close