

Mastering Generative AI for L&D Certificate: A 2026 Guide to Enhanced Learning Design

A Series of 3 Sessions

Course Objectives

After completing this certificate you will be able to:

- Strategically integrate Agentic AI to automate workflows, not just content.
- Shift from "Prompt Engineering" to "Flow Engineering" to create resilient AI systems.
- Design Retrieval-Augmented Generation (RAG) workflows that utilize your internal knowledge base.
- Create engaging multimedia with AI Avatars and Cinematic AI tools.
- Ensure compliance with copyright laws regarding AI-generated IP.
- Lead AI Literacy initiatives to close the capability gap between leadership and the frontline.

Interactive Instructional Approach:

- **Hands-on Labs:** Use practical, real-world exercises to build agents and flows.
- **Lively Discussions:** Participate in discussions on the ethics of autonomous agents and the workforce divide.
- **Q&A Sessions:** Have your queries addressed in real-time, ensuring a thorough understanding of the content.

Sessions

This certificate program is strategically designed to build your expertise through three progressive sessions, each building upon the last.

Your Learning Journey includes:

Session 1: The Shift to Agency and Governance

- AI Basics: Core Concepts of LLMs (Large Language Models), Transformers, and the Shift to Agency
- From Generative to Agentic: Understanding "Tools that Do"

- Breaking the "Silicon Ceiling": Addressing the Workforce Divide
- Shadow AI: Establishing Safe Harbors and Governance
- Hands-on: Auditing Your L&D Ecosystem for Agentic Opportunities

Session 2: Engineering the Flow (Not Just the Prompt)

- Flow Engineering: Moving Beyond the Single Prompt to Systemic Design
- Retrieval-Augmented Generation (RAG): connecting AI to your data
- The "Human-in-the-Loop": Protecting IP and Copyright
- Industrialized Content: AI Avatars (Synthesia/HeyGen) and Cinematic AI
- Hands-on: Designing a Multi-Step Learning Flow with Articulate Storyline/Rise

Session 3: Advanced Applications and The Agentic Future

- No-Code Agent Builders: Introduction to Copilot Studio and Make
- Digital Twins: Building Context-Aware Coaching Companions
- Hyper-Personalization: From Segmentation to Individualized Micro-Correction
- Redefining Metrics: From Completion Rates to Outcome-Based Governance
- Final Project: Showcase Your AI Agent Prototype or Automated Learning Workflow