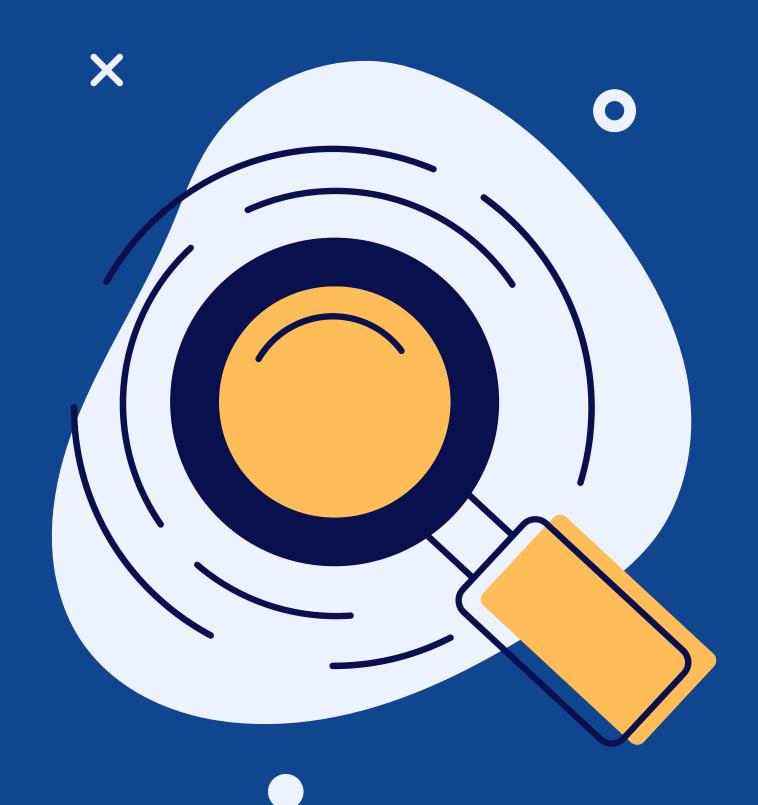


Building a Culture of Employee driving Learning in an MNC









## Client Challenge

**Key challenges from learning perspective** 

- Employees had to be forced to attend training programs.
- The employees themselves lacked the motivation to learn and understand more.
- The work culture was also built in such a manner that it was difficult for employees to pick up new skills on their own accord
- Having been in managerial position, getting senior employees to learn new skills and activities proved to be difficult.





## Approach

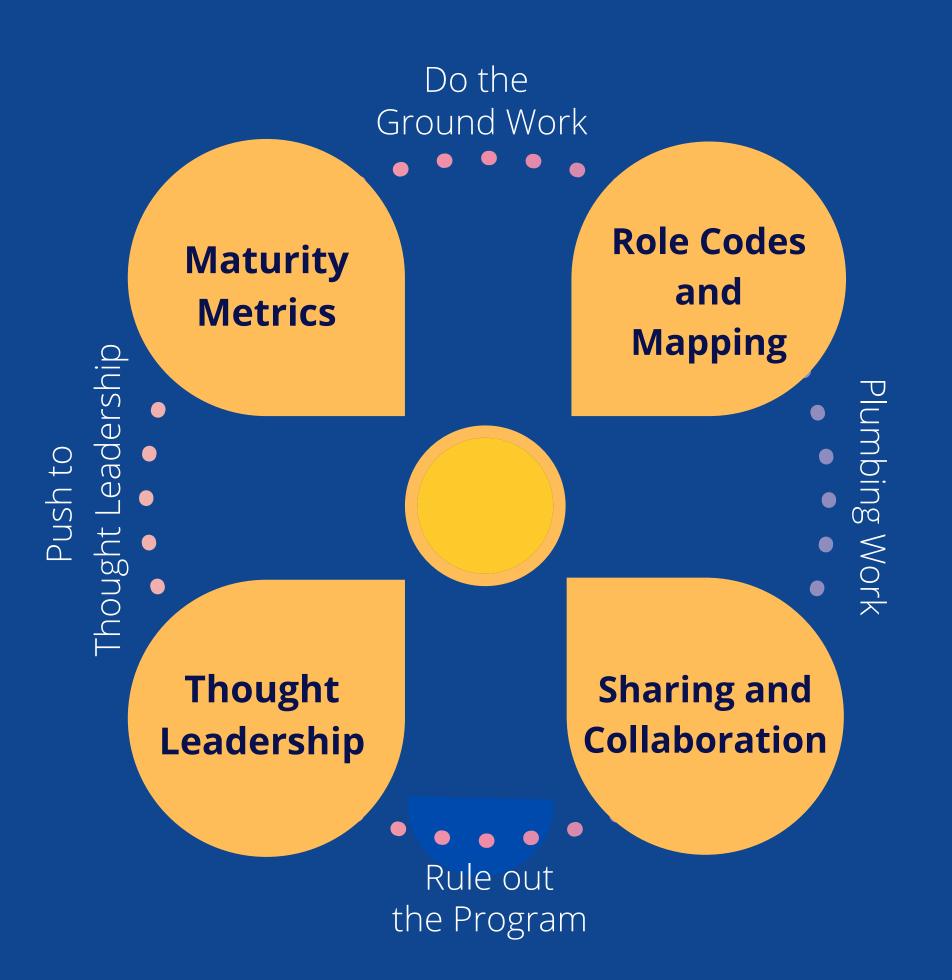
To tackle the challenges prevalent, we used the following approaches.

- Gamification embedded in learning
- Employees exposed to the difference between required knowledge and knowledge at hand
- Defined maturity metrics and mapped capabilities of the employees
- Evolved self-learning interventions to promote employee driven learning
- Encouraged knowledge sharing and collaboration
- Introduced interventions that enable thought leadership like Hackathon, Paper contests etc.,
- Incentives awarded to employees who practiced culture of learning to improve capabilities



Maturity ladder is clearly defined. This helps the organization know, where it stands and where others stand and what it needs to do.

Build the confidence of being, thinking and behaving like a thought leader



Employees exposed to their role code based capability expectations.
Timeline defined by when they have to reach and support provided to reach there

Culture of Sharing and Collaboration enabled.

This enables employees to work as a team and ensures cross learning.





## Results

- A visible transformation in the way employees learnt
- We observed increased proactiveness in the number of employees enrolled for training and learning sessions
- Numerous fast learners were identified and they were later recommended for better performance ratings.
- Increase in number of subject matter experts and efficient knowledge workers.



