

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.

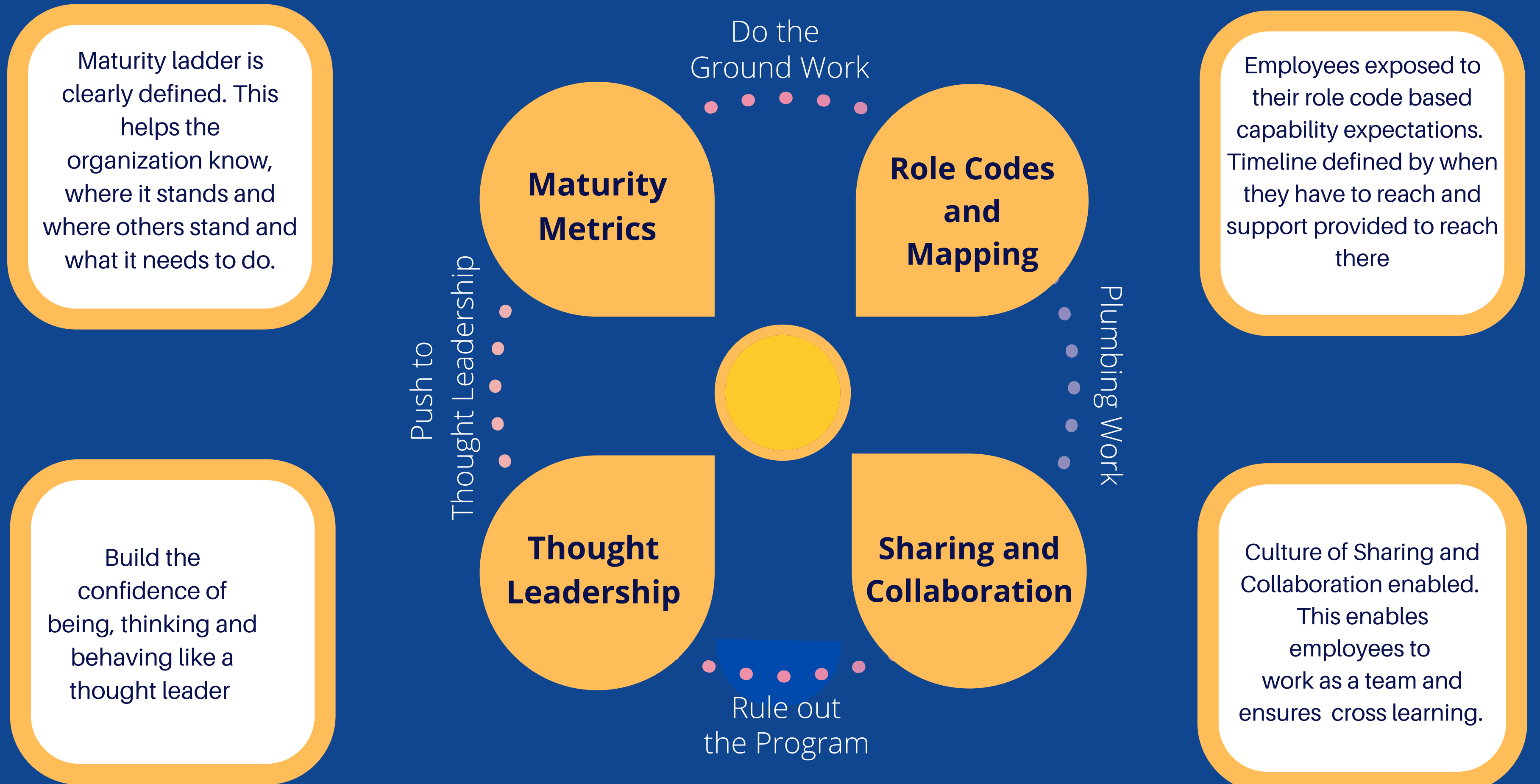


Approach

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





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.

