

# KNOLSKAPE designed and executed **two blended learning journeys** for a German multinational conglomerate company

## BACKGROUND

The client is a German multinational conglomerate company headquartered in Munich and the is largest industrial manufacturing company in Europe with branch offices abroad.

The principal divisions of the company are Industry, Energy, Healthcare, and Infrastructure & Cities representing the main activities of the company. The client and its subsidiaries employ approximately 303,000 people worldwide and reported a global revenue of around **\$77.605 Bn in 2022**.

KNOLSKAPE has been delivering great learning value to the organization and its learning and development efforts with a holistic goal-oriented approach. Featured below are the highlights from two learning journeys that KNOLSKAPE developed and facilitated for this client.

## PROGRAM 01

### OBJECTIVES

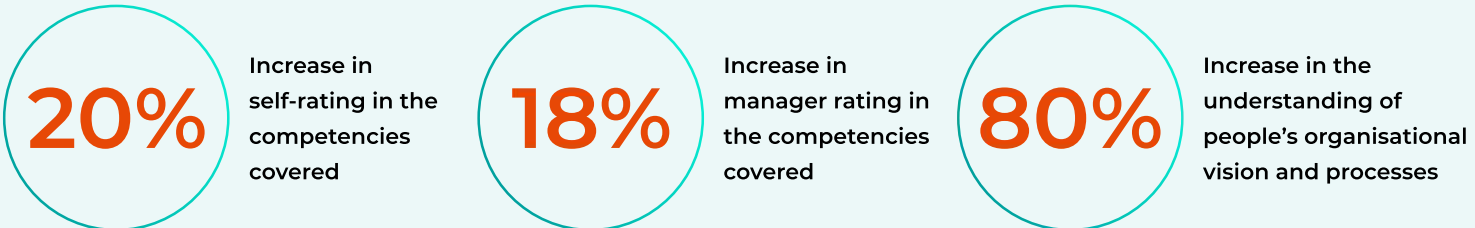
The organization needed to shed the perceived image of a bureaucratic culture and improve the accountability at the middle management level. The company was seeking a learning partner who could deliver accelerated results for their high potential **FTM (first-time managers)** population of around 200 professionals to manage the transition from an Individual Contributor to a First Time Manager role, from both people and process perspectives.

### KNOLSKAPE's SOLUTION

With its specific requirements, the company turned to KNOLSKAPE for its global reputation in developing engaging and impactful experiential learning programs for all levels in the organisation's hierarchy. After understanding the client's objectives, KNOLSKAPE's team of subject-matter experts designed **a 6-month blended learning journey using simulations, ALP, group project, assessments, case studies and role plays.**

### LEARNING IMPACT

As a direct impact of the learning journey, the company was able to achieve the following results:



## PROGRAM 02

### OBJECTIVES

The client, to keep up with its growth journey in India, needed to urgently upskill its future managers with 'Next Generation' skills. The company wanted the program participants to successfully achieve the following outcomes:

- » Manage the transition from an Individual Contributor to a First Time Manager, both from people and process perspectives
- » Understand the roles and responsibilities, in line with the organizational business and cultural context
- » Be aware of the client-specific tools and processes, and how to leverage them
- » Be ready to take ownership of the tasks expected from them

### KNOLSKAPE's SOLUTION

KNOLSKAPE developed and delivered a blended learning journey that spanned four months with multiple in-person, virtual, and online touchpoints. These included:

01. 3-day high impact master classes
02. Knowledge test on the company process and on the role of the Manager
03. Introduction to Action Learning Projects – with 3 discussion calls
  - » Mobile learning – Anywhere, anytime!
  - » 3 online courses
  - » 3 Excellent leadership videos with great learnings
04. Bite size courses
05. A complete feedback survey and debrief

### LEARNING IMPACT

The initiative was hailed as one of the most successful learning to application programs. The learning journey saw the following outcomes:

