Creating
Emotionally Intelligent
Experiences

ei
Powered by **MPS**

Empowering Leaders to Rise to the Occasion Through Just-in-time Learning Solutions

Leadership Training : : Information Technology/Telecom

Learning Strategies Used
Role-based Scenarios, Performance Support Tools

Delivery Strategies
Mobile Learning, Microlearning delivered through LMS/LXP

Background

This large IT organization knew that good leadership had a compelling impact on the growth and success of the organization. They, therefore, wanted to equip and empower leaders through a comprehensive series of leadership trainings that would help develop themselves and their teams successfully. The training required supporting leaders during their moments of need through appropriate learning resources.

How Did EI Craft the Solution?

As we analyzed the training requirement, Microlearning emerged as the primary approach to provide just-in-time learning. Careful curation was done to map each content type in the leadership series to appropriate formats such as videos, relatable practice scenarios, interactive learning elements, and so on.

We leveraged our Learning and Performance Ecosystem to design a wide range of downloadable Performance Support Tools (PSTs) that leaders could consume on-the-go and when they needed it the most. This design-rich training was made accessible on mobile devices for a complete, flexible learning experience for leaders.

Strategies Powering Our Solution

Microlearning

Scenario Based
Learning

Just-in-time
Learning

Video Based
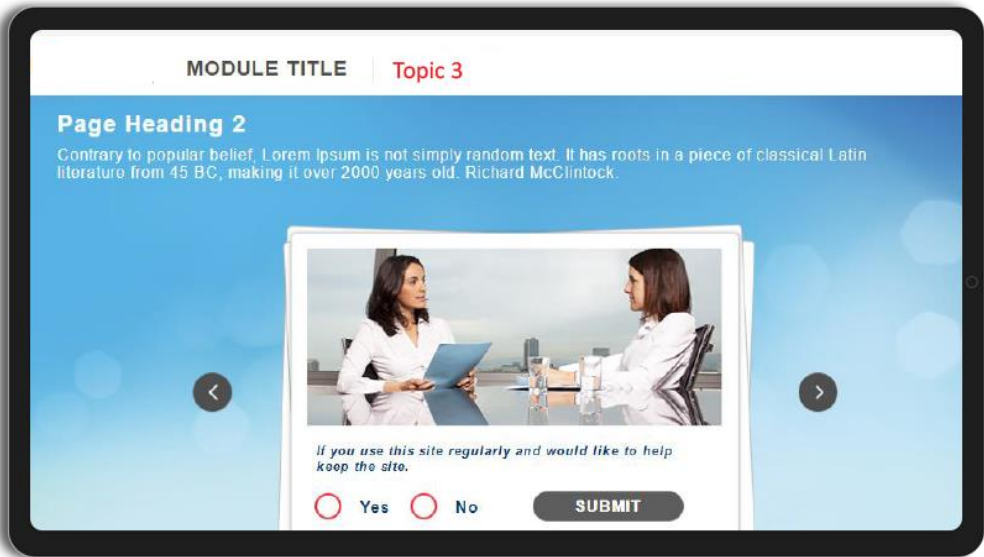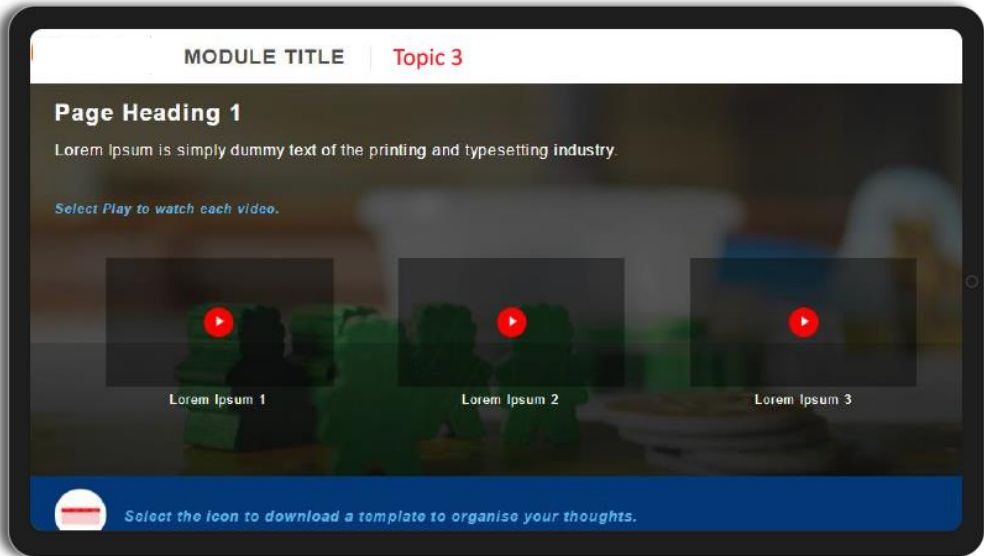Learning

mLearning

Experiential
Learning

Design-rich

Impact

- Profuse appreciation from participating leaders for the just-intime learning support.

- Leaders found the learning especially useful due to the relatable practice scenarios.

- Increased performance efficiency of leaders post the completion of the training (ESAT surveys).

- Higher completion rates as a result of the Microlearning approach.

Learning Approach

Partner with us to futureproof your corporate training.

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