

... CASE STUDY

Establishing a Unified Approach to Learning and Leadership

Challenge

Based on extensive internal benchmarking and industry research, an aerospace industry leader merged two learning organizations to improve performance and establish a cohesive approach across learning and leadership. They recognized the need to create a culture of continuous learning and ensure they were a proactive, learner-centric, and value-generating modern learning organization.

Solution

They partnered with GP Strategies® to lead an interactive group summit that would determine learner needs, products and service offerings, a learning philosophy, a value proposition, and pain points. Two priority strategies—learning and governance—were immediately tackled. The transformation included embedding learning in the workplace; empowering self-directed development; implementing a borrow, buy, bend, and build solution framework; developing a governance structure; and creating internal and external innovation leadership.

Business Impact

While transformation is ongoing, the client is creating the learner-centric, on-demand continuous learning culture they desire and strongly demonstrating their overall value. With reduced redundancy, clearer leadership, and new governance processes, the renewed energy, excitement, and purpose within the organization is leaving them better prepared for industry demand, now and in the future.



The new direction of the learning strategy has enabled the supply chain learning community to embrace change and create learning opportunities that empower our dynamic, interconnected global workforce.

- **Supply Chain Enablement**
Team Leader



RESULTS

150,000 learners impacted by the **initiative**

The new strategy has **paid off** in terms of responsiveness, relevance, and **workforce transformation**

The governance team reaches **consensus** on decisions **faster** and easier than before

