LEARNING HUB
to offer BOG employees a unique ecosystem of resources, inspiration and collaboration, as well as opportunities to increase the positive impact of work. The goal is to develop a smart space to live the “learning” as a corporate value and promote learning as a constant process to help each other evolve and push the team toward improvement in their professional paths.
OUR LOCATIONS

ICELW

Georgia
London Stock Exchange Premium Listing;
FTSE 250 Index;
34.4% Market Share;
Over 5K Employees;
Representative Offices: Great Britain, Hungary, Israel;
Over 2.3 Million Clients;
Retail, Private, Corporate, Investment Banking Segments;
DEVELOP A KNOWLEDGE AND EXPERIENCE-SHARING PLATFORM WITHIN THE ORGANIZATION THAT WOULD PROMOTE PERSONAL AND PROFESSIONAL DEVELOPMENT AND GROWTH.
CHALLENGES & SOLUTIONS

1. CAREER PATHS
   Direction routes for each position should be made visible, what to read, what to work on in order to be selected.

2. LEADERSHIP PIPELINE
   An open registration system for courses to support transparency and sense of justice

3. HUGE VOLUME OF INFORMATION
   Switch from knowledge-based learning model to skill-based

4. TRAINING FORMAT
   Decrease of F2F training hours; Webinars, online tutorials; Creation of a micro environment which will allow employees to keep up with change and implement it.
This was not just implementation of eLearning, we were tackling the challenge of implementing transformative and digital learning at the same time;
This was a cheap and painless solution for a project with a high risk of falling through.
We did not know how more than 5000 employees would respond to this package of changes: F2F trainings in a new format, switching to digital for a large part of technical trainings.
In this modern information world where people need to acquire various competences in order to achieve professional development and successful careers, it becomes more and more important not only to accumulate knowledge, but also to be able to process, categorize, analyze it, use it as needed etc. This is especially important for the newly hired employees who attend trainings as the initial stage of starting their job.
Until now, trainings were given in a lecture-type format and were not really in line with new developments in the education field. Participants had a hard time memorizing information presented by the trainer and transferring it into practice without personal involvement and active participation.
MOODLE CUSTOMIZATION

3 MONTHS
Configure
Redesign
Develop

ACHIEVING IMPOSSIBLE
Adaptation to requirements of modern organization;
Collecting Reflective Experience

L&D PLATFORM
Knowledge and experience sharing within organization to promote personal and professional development and growth

The main goal was to create and/or input diverse content with outstanding user experience. Which could give more than basic analytics on Employee interests, Engagement and their learning outcomes.

USERS & ANALYTICS IN SCOPE
IMPLEMENTATION TEAM

Outsourced Vendor
Content Managers
System Administrators to be
System Support team to be

Communication
Wrong Expectation
Mindset Change for the whole team

CHALLENGES

SKILLS & BELIEFS

Learning by doing
Flexibility
Failure as a learning opportunity
Belief in Positive Outcome
Participants to take more responsibility for their learning & developing digital literacy in participants;

professional/position related skills and knowledge enhancement: video materials, instructions and tutorials

The material has been adapted so as to be in line with research results on how many new words people can memorize and understand in a given context on one occasion.

multi-sided, with everyone responsible for the training taking part
SHARING
A space where you can not only learn, but also teach and become the media for learning to colleagues

REPORTING
For process improvement

COSTS
Decreased traveling and printing expenses

PROGRESS
Flexible platform to evolve with company and employee development needs
The branded and redesigned home page gives us an opportunity to create valuable shortcuts to most trending content and support the culture of constant learning.
Will be added by end of May
We believe the Learning Programs slogan “helping each other succeed” can be considered precisely chosen. As a result, we strive for a reality of increased efficiency, productivity and profit, where each employee takes part in the knowledge and experience sharing process and feels ownership and accountability for the organization’s accomplishments.