



INTUITION®

CASE STUDY: BLENDED LEARNING

Training High Performers

Creating the leaders of tomorrow through a combination of learning practices.

Intuition
Know-How



PROBLEM

A leading bank in the Middle East contacted Intuition seeking our expertise in developing a best-in-class Talent Development Program. Learners needed training about the financial services industry and the bank's proprietary products and services. The bank also needed to develop employees' technical and professional skills to create a pool of future leaders to help drive growth.

SOLUTION

Intuition worked closely with the client, consulting with key stakeholders in the organization to create a bespoke, two-year training program.

The program included the provision of Intuition's financial training library Know-How and Intuition's proprietary Learning Management System (LMS) to host the content. This learning was reinforced through classroom training sessions tailored to the bank's learning requirements. Intuition also ran workshops to focus on professional skills ranging from networking to communication. Ongoing quantitative and qualitative assessments were simultaneously conducted for the duration of the program to identify strengths and weakness of the participants and target the learning.

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We had a lot of interactive and practical exercises that helped understand the topics. The course was well structured.



OVERVIEW

Intuition provided an initial two-day consultation service to better understand the requirements and objectives of the bank's training program. Intuition recommended a suitable approach which incorporated both eLearning and workshop-style solutions, along with the provision of Intuition's LMS to centralize all learning materials. Prior to the commencement of the program, all learners gained access to the LMS to take pre-program training and ensure they were prepared with the necessary knowledge. Skill gap assessments focused learners' time on their knowledge gaps. This process established a benchmark standard of knowledge, which meant that the workshops could be delivered at a higher level. Intuition then delivered industry-specific knowledge through classroom training. The bank itself then trained the learners on its proprietary products and services.

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The interactivity made it easier to absorb the content. It was interesting and not too technical.

RESULTS

The Talent Development Program proved to be extremely successful. The learners enrolled in the program received a concrete understanding of all business lines, regardless of the department they worked in.

ELEMENTS OF THE SOLUTION

- Advisory Services
- Virtual Workshops
- Intuition Know-How
- Custom training