



We went from zero leadership training to having themed learning paths. Each path speaks to all of our people leaders across the business on strategically chosen topics related to our company's core values. The types of training selected reflect how our learners prefer to view and move through training, for example in short bursts that they can return to later if they are interrupted (I mean, they are people leaders – time is precious!). As a bonus I had not predicted, when a People Leader approaches me now, saying that they have a staff member with potential to be a leader in the future and is looking for some training to get them started, I have great quick and easy options to choose from to get them started. There is no more time spent hunting for new training options or even worse having to turn away a keen employee with potential, saying we simply don't have anything for them right now. Without staff to create in-house training, my hands were often tied. Now I feel like I have some great options to offer my colleagues, and there is nothing like hearing from someone who is so HAPPY to do training!

— Shannon Ballance, Learning & Development, QHR Technologies Inc.

Source: Shannon Ballance, Learning & Development, QHR Technologies Inc.



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