The experts
in flexible learning solutions

Bespoke eLearning

Our approach to eLearning starts with your business challenge – understanding your people and what you're aiming to achieve.

At a glance

Our team of experts then use a range of technologies to translate these into an engaging and effective online learning solution. Weblearning develops great multimedia courses, but we also understand that eLearning is more than that; it's part of the overall learning mix.

We can be innovative but we also understand that our solutions need to be 'fit for purpose' and that means:

- recognising your people are busy
- developing solutions that have a measurable impact on your business
- understanding that our eLearning solution is often only one part of the overall learning mix
- using the most appropriate technology to enhance the learning experience
- engaging effectively with your organisation.

transforming performance
through learning

Our
capability

Companywide Equality & Diversity Awareness through a bespoke eLearning solution

When Carillion wanted to promote a companywide rise in Equality & Diversity understanding, they turned to Weblearning for an engaging and informative eLearning solution.

?

The Challenge

Carillion wanted to differentiate itself as an organisation in the area of Equality & Diversity. However, it felt that its current processes weren't robust enough to support this objective.

To successfully address Equality & Diversity in the workplace, Carillion felt it needed to explore ways of refreshing and updating its Equality & Diversity programme and sought an eLearning based solution that would allow a high number of staff to be trained on Equality & Diversity law, whilst minimizing travel costs and time away from the office.

x + y

The Solution

Beginning with an assessment of Carillion's existing Equality & Diversity manual, Weblearning's Professional Development team were enlisted to help refresh the content, expanding it where necessary and bringing it into a modern context. This provided the source content for Weblearning's delivery method.

In order to minimise travel costs and reduce time away from the office, in line with Carillion's requirement, an eLearning delivery method was selected. However, Weblearning felt that, in order to effectively relate the soft skills and people-centred concepts covered in the Equality & Diversity training, a new approach to eLearning was required.

Weblearning's eLearning team wrote a bespoke methodology: Third Party Directed Learning. This scenario and character based learning used animations, complete with voiceovers, to depict scenarios, allowing users to listen to dialogue and watch situations unfold. The course prompted users to interact, evaluate scenarios, and reflect on what they would do in the same situation.

The eLearning was made accessible through a Learning Management System aligned to Carillion's own branding and hosted by a third party.

=

The Outcome

Since the launch of the solution, over 5,000 people have completed the programme. Compared with the previous instructor-led programme, the eLearning solution has led to significant savings against costs associated with travel and time away from the office.

The whole approach, development and implementation has been first class. It just goes to prove that well thought out eLearning can absolutely support more people-centric or skills-based learning.

I felt very early on in the process that Weblearning absolutely understood what we were looking for and I believe having access to Weblearning's 'in house' Subject Matter Expert was invaluable. Coupled with Weblearning's expertise in Instructional Design, I was completely confident that we would get a slick, interactive and engaging product.

It was Weblearning's willingness to really understand our culture and even our values that not only made the relationship successful, but also the final product.

Simon Thomas
Learning & Development Business Partner
Carillion plc

Solutions **across** your business

eLearning can do a lot of different things. It can provide essential skills for your people, help you meet your legislative requirements, support business transformation and give your new recruits an impressive insight into your organisation.

The Weblearning portfolio delivers across all areas of your business. Whatever sector you're in, our solutions work for orientation and induction, compliance, business knowledge and skills, end user applications, personal development and business change programmes. We have a range of approaches to help you get your message across and make sure it sticks.

Our solutions are memorable because they achieve measurable learning outcomes, provide a challenging experience and engage the learner through effective use of media and interactivity.

Our Solutions

- Induction and orientation
- Sales training
- Compliance training
- Product and process knowledge
- Skills development
- Application and systems training
- Business change
- Personal development
- Performance support

Getting your message across

Often you'll need to get your message across quickly and with impact. Our mBooks and informercials use multimedia – animation, video and audio – to capture the learner's attention and leave a lasting impression.

We deliver these in bite-sized chunks and they can be highly effective as a stand-alone solution, as well as supporting a broader learning programme or change initiative.

Making change happen

We use a range of instructional approaches in our eLearning. We can work with you to develop rapid solutions, and have a wide range of highly visual and interactive screen templates which set our courses apart. We understand how to make eLearning work.

We know how important it is to understand your culture and values, and our solutions work within these.

Our toolkit of engagement includes story-telling, humour, immersive and scenario-driven approaches, video, audio and 3D modelling. It's all about the instructional design and using that to achieve maximum impact.

For end user application training our 'see it – try it – test it' approach means learners can see a guided tour and practice using the system through a risk-free, interactive simulation.

Supporting performance

We all learn on the move and informal learning is a major part of corporate life. As well as offering social learning forums, we recognise the importance of performance support and online reference tools – it's all about 'just in time' and 'just enough'.

Our mobile apps work across any platform (Blackberry, iOS and Android), and HTML5 enables us to deploy through a wide range of mobile browsers. So, whether it's a quick reference guide, mobile assessment or knowledge nuggets, we can reach your people wherever they are.
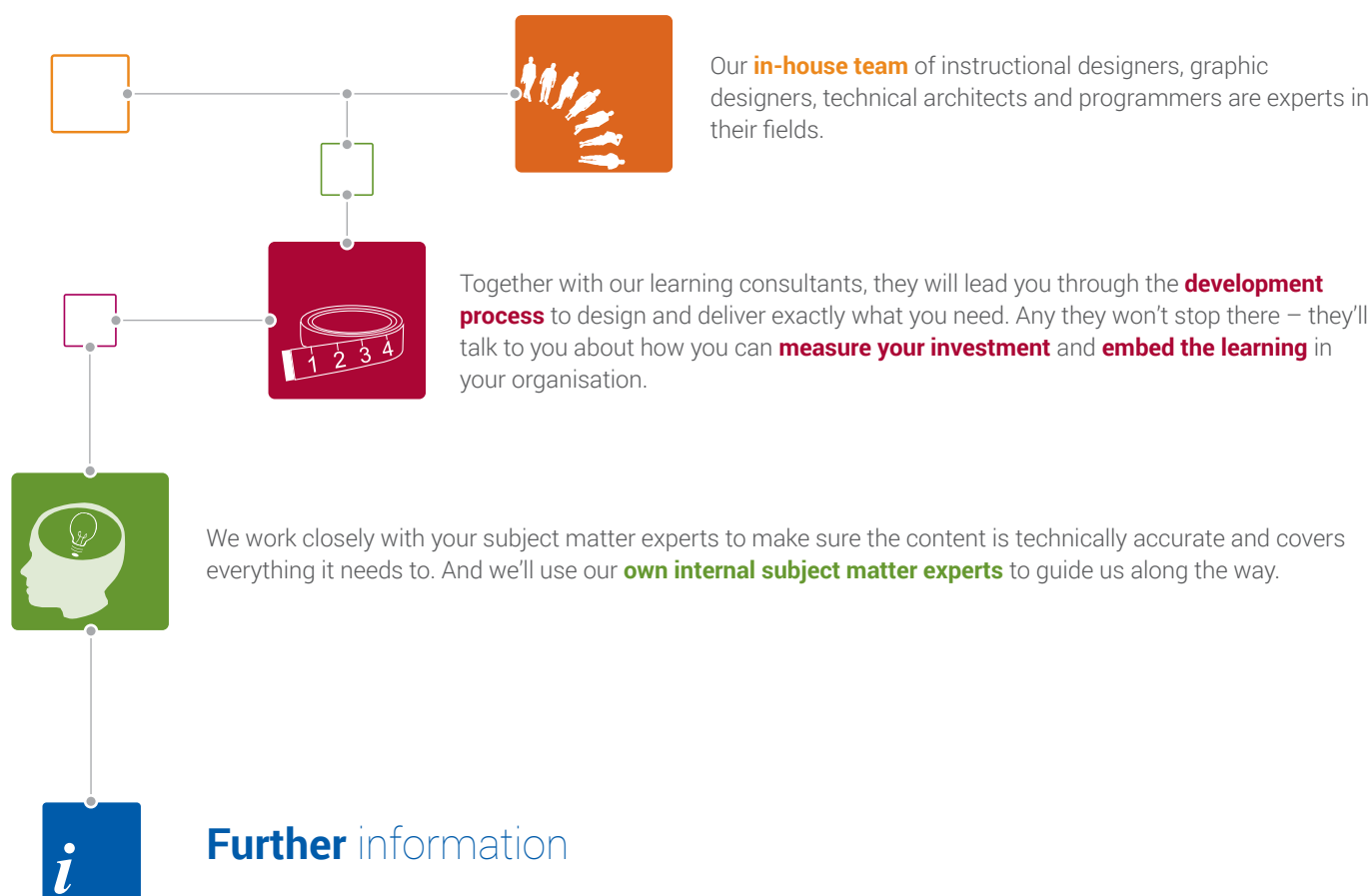
Pushing the boundaries

Advances in technology keep us on our toes and we're constantly looking for innovative new approaches to stay at the leading edge.

Our award winning social learning services adds another dimension to our online portfolio, and we've developed a highly cost-effective model for utilising video in our learning solutions.

But that's not all. We're excited by the use of 3D modelling and how simulation can make the learning experience more relevant and impactful.

Extended
expertise

With over 300 learning professionals, Weblearning has expertise across a vast range of technical and business skills. We use this to enhance our eLearning offer and make the development process easier for you.

Our **in-house team** of instructional designers, graphic designers, technical architects and programmers are experts in their fields.

Together with our learning consultants, they will lead you through the **development process** to design and deliver exactly what you need. Any they won't stop there – they'll talk to you about how you can **measure your investment** and **embed the learning** in your organisation.

We work closely with your subject matter experts to make sure the content is technically accurate and covers everything it needs to. And we'll use our **own internal subject matter experts** to guide us along the way.

Further information

A show reel of format examples and further explanation of our approaches can be found at **bespoke-elearning.Weblearningnetwork.com**

Please contact your account manager for further information, email **elearning@Weblearningnetwork.com** or call **0208 766 6288.**

Who are Weblearning?

Over the last 11 years we have become the fastest growing learning business in the UK and we now support over 5,000 customers including 60% of the FTSE 250.

We achieved revenues of £104m in 2012 through delivering learning to over 120,000 individuals.
We have more than 25 dedicated training centres across the UK and over 300 fully employed learning professionals.

Contact Weblearning

0208 766 6288
info@Weblearningnetwork.com

Follow Weblearning

www.Weblearningnetwork.com/Twitter
www.Weblearningnetwork.com/Facebook
www.Weblearningnetwork.com/LinkedIn