



LEARNING ARCHITECTURE

Learning architecture is integrated into day-to-day operations via leadership performance in such a way that employees can successfully learn on the job.



EXPLOIT THE COMPETITIVE ADVANTAGE OF LEARNING ARCHITECTURE

REMAIN COMPETITIVE

We all operate in a dynamic environment. Markets change just as quickly as new technological opportunities arise. Our only chance to withstand the competition is continuous learning. Only when people and organizations continually adjust and learn can they be successful. Sustainable learning architecture guarantees this.

MAKE PERSONNEL WORK SUCCESSFUL

Learning, leadership and culture are the three central issues of personnel work; it cannot go smoothly without them. Studies show, however, that those working in HR think there is a lot of catching up to be done here.

Systematically established learning architecture

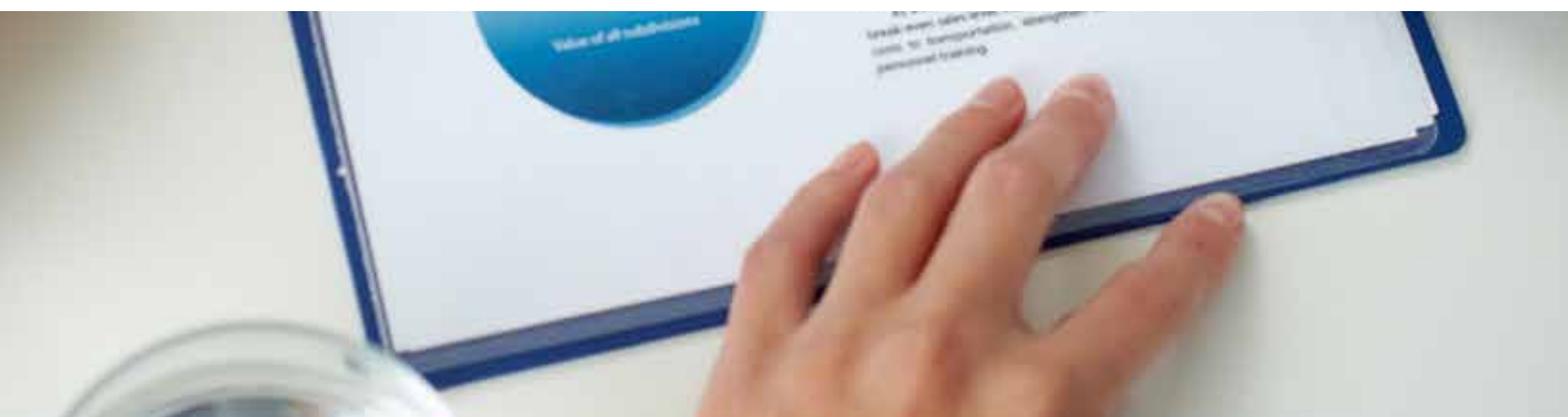
- is integrated into everyday work by the leadership team,
- promotes lifelong learning among employees,
- and fits into and boosts the existing company culture.

ACQUIRE AND DEVELOP SPECIFIC KNOWLEDG

Processes, product characteristics, communication channels. Each company has very specific knowledge that it could not do without. The longer an employee is with the company, the more company-specific knowledge this employee has. But how can this knowledge be retained once an employee leaves the company? Strategic knowledge management makes it accessible to other colleagues so they can make use of it and develop it. This is a valuable part of functioning learning architecture.

CONTINUALLY IMPROVE

Many small changes can sometimes prevent big, expensive changes. Systematic organizations are used in reflection and improvements of all kinds. They have a culture of open, constructive communication. And they know that better is the enemy of good. Systematic learning architecture integrates exactly this way of thinking into your company so that you continually improve.





OUR SOLUTIONS

LEARNING MEDIA

We know from experience that everyone learns differently. We have therefore developed suitable learning media for all learning styles.

These include:

- Online learning portal: our all-rounder for your talented staff. It is a planning assistant, toolbox, media library and reference work all in one. Your staff and executives can create a personal learning plan online and develop their competencies independently without delay.
- E-books/textbooks: we found normal textbooks too boring. We therefore filled our textbooks with pragmatic development information, examples and stories from everyday life. The result is completely practical but still well-founded.
- Audio programs: whether it's sales methods that can be quickly replayed or a guide to learning on an unconscious level in order to draw strength and break down barriers, learning with audio programs is easy and efficient.
- Workbooks: Do you want an interactive learning tool that is specially tailored to your team or company? Then our workbook is the right choice. It enables your employees to develop their competencies systematically, at their own pace and on their own schedule.

LEARNING ORGANIZATION

We build learning architectures so that you can get the greatest benefit. Your company will become a learning organization. How does that work? We apply our learning strategy to all areas across the company, thus carrying over our fundamental ideas concerning change to all business areas and combining leadership, HR management, process management and culture change into one cohesive program. This allows continuous change management to develop almost automatically.

COMPETENCE DESIGN PROGRAM

How do you equip your employees with valuable competencies? We have worked on this issue intensively for the past 20 years, and have come up with a solution. Our system is based on neurobiological findings. We know how people learn and when they like to do so. We can use this knowledge to develop a competence design program for you. This includes:

- Individual diagnostics, allowing us to discover what individuals are capable of and which competencies can be developed – clearly and pragmatically.
- Helping employees to develop in a targeted manner, using content that meets their needs. We give them enough space to learn independently.
- What else do we do? We ensure that your competence management is clear to all, logically structured, precise and practicable. You thus equip employees with in a way that is accepted and valued by all.

CORPORATE ACADEMY

Why not combine your training activities on a central platform – at a Corporate Academy? We have successfully established and developed academies of varying sizes. They now provide excellent employees and are thus a strategic milestone. Together with you we develop the conceptual service spectrum and the organizational part. In the process we answer questions such as:

- What is the role of the Academy?
- How is it strategically integrated into the company?
- Which types of education/training do you offer in the Academy?
- What are the exact approaches and processes?

In the next step we define the competences that will make your employees successful and that should be developed. A coherent provision of technology and resources finally makes the Academy ready for use. And you achieve measurable results.