

Oracle Corporation **Accelerates** **Talent Development** with KNOLSKAPE



Oracle Corporation is an American multinational technology company headquartered in California, USA. A 137,000 strong global workforce caters to 430,000 customers across 175 countries.

The organization underwent several structural changes which brought with it portfolio restructuring. The organization sought to help employees accept and assimilate to these new changes by instilling confidence that they are important to the organization. As a result, empowering the employees to successfully lead the new model of business was a key priority.

Challenge

1. In light of the new structural changes, employees feared that they would not be equipped for their new roles. The consensus amongst the employees was also that the organization was not invested in helping them develop their capabilities to take on these new roles
2. The organization's past record of learning adoption and completion was lower than expected. Therefore, they needed a system and methodology in place which delivered high engagement, retention, completion and impact
3. There was a need to create a learning culture which allowed employees to believe that learning is fun and should be made a priority



Solution

Oracle partnered with KNOLSKAPE for a 4-month, multi-touchpoint learning journey, named “**Talent Acceleration Program**”, designed to inspire and enable participants to achieve stellar business results by developing competencies such as competitive edge, change agility, collaboration and design thinking in digital age. The learning journey aimed to accelerate employee capabilities in the leadership and digital space.

The solution was designed to provide the participants with a holistic, blended learning experience that included pre- and post-assessments to measure learning impact, classroom sessions for strong foundational learning, simulations for safe practice, mobile bites for learning reinforcement, and action learning projects to test the application of concepts learnt during the journey.

Interested employees underwent a self-nomination process, post which they underwent a rigorous process of selection, which assessed their commitment, intent and requirement from the organization. The final list of participants belonged to the following demographic:



Picking the right partner

In their hunt for the right partner to deliver this learning initiative, Oracle sought a learning partner who could provide a comprehensive solution comprising technology, blended approach and robust analytics.

In KNOLSKAPE, Oracle found:

- a. Learning that is fun, competitive, engaging and retentive**
- b. A methodology that caters to bite sized, virtual and on-demand access to learning**
- c. Comprehensive and unmatched learning analytics**
- d. Experiential, gamified technology platforms for safe, social and competitive learning**



Impact

1. **100% completion rate with a Net Promoter Score of 8.95**
2. **42% increase in the learning performance across Oracle competencies as reflected in post assessment surveys from participants and their managers**
3. **A positive shift in attitude and behavior of employees who underwent the Talent Acceleration Program.**

Anusha Vijayanand

Director HR & Country HR Lead (South Asia Growing Economies), Oracle

“It has been an engaging and fruitful experience working with KNOLSKAPE. I wholeheartedly endorse their technology capability and how they leverage it to create stellar learning experiences. The insights I have gotten from the analytics and reports KNOLSKAPE provides has shown the direct impact of the learning initiatives, and I love that the platform can be used anywhere and anytime with the built-in spirit of competitiveness.”



*All opinions expressed here are a reflection of my experience and do not necessarily reflect the views of Oracle