



PROJECT

CLIENT REQUIREMENT



A tyre manufacturing company required culp to review their L&D strategy and define the elements to effectively operationalise and activate L&D. Sponsored by the HR Director and Group General Manager – Organisational Development

CULP SOLUTION



A review and gap analysis of the current L&D strategy and current L&D operations with key HR stakeholders. Resulting in a comprehensive L&D maturity report.

RESULT & IMPACT

culp discovered that in the absence of a maturity model, operationalising L&D was difficult due to a lack of clarity across the organisation and lack of accountability from management and leadership.

culp applied a maturity model and provided recommendations to achieve organizational capability including:



Define functional competencies | evolve the competency framework | define management profiles | develop career pathways | integrate into talent management.

Other areas with recommendations to bring to life a learning culture included:

The learning approach | L&D structure optimization | LMS | L&D terminology | L&D governance and processes | aligning performance management | integrating reward and recognition | L&D measurement maturity

LEARNINGS



The "why" and "how" of L&D (strategy) was clear but it was the "what" when it comes to effective L&D implementation that created confusion in the system and a poor uptake by the employees and business.