



PROJECT

CLIENT REQUIREMENT



A global textiles manufacturer required culp to write a L&D strategy; and mature L&D practices, introducing a competency-based framework. Sponsored by the HR Director.

CULP SOLUTION



Develop a contemporary L&D strategy to establish L&D practices and a maturity journey that creates a culture of learning, empowering employees and managers to drive high-performance and engagement.

RESULT & IMPACT



Collaborated, aligned and defined the organisation's L&D philosophy, purpose and strategic objectives. The strategy includes the development of an organisational competency based framework (for core & functional competencies) and defining method, a blended learning approach based on an organisational L&D survey data, relevant learning principle, learning content research plan, psychometric assessments, employee learning preferences, language considerations and key L&D initiatives to achieve organisational capability. The initiatives focused on career development pathways, succession and workforce planning, skills development and BBBEE and employment equity. Specific programs included Leadership & Management, Future Leaders (FLDP) and Conversion to Hire (recruitment and skills development).

culp assessed current L&D operations and incorporated a L&D maturity journey and measurement model for benchmarking progress, challenges, driving high-performance and agility.

People, process and system/s maturity plans were developed and handed over to the L&D Specialist for implementation.

LEARNINGS



Resisting L&D investment and implementation, significantly impacts an organisation's ability to engage employees and shift organisational culture.