THE LEARNING AWARDS 2016

The 20th Annual Learning Awards

4th February 2016
The Dorchester
Park Lane
London

Learning & Performance Institute
Your Host - Claudia Winkleman
The Learning Awards 2016 Judging Panel
Internal Learning Solution of the Year
External Learning Solution of the Year
Apprenticeship Programme of the Year
People Development Programme of the Year
Learning Technologies Award
Innovation in Learning Award
Social & Collaborative Learning Award
Start-up Learning Provider of the Year
Onboarding Programme of the Year
Learning Professional of the Year
CLO of the Year
Learning Provider of the Year
Learning Team of the Year
Colin Corder Award for services to learning
2015 was an exciting year for internal and external learning solution providers and individual learning professionals. We are witnessing a revolutionary period of change to the way the L&D profession operates. For hundreds of years, L&D meant ‘training in classrooms’ – we were expected to be the providers of formal training events. But the advances in technology and the excellent work of people like Jane Hart, Charles Jennings, the late Jay Cross and Julian Stodd (among others) has widened our thinking to the role of informal and social learning and performance support as a key part of the L&D role. We are changing from a mentality of ‘formal events and tests’ to ‘business performance improvement and support’.

The message is clear: we must change focus from formal training providers to enablers of learning – providing our organisations and clients with communities of practice, just in time performance support, facilitating blended learning, and using social media tools to extend the learning, both before, during and after formal events. And, as you can see, all of this is outside the four walls of a traditional classroom.

The standard of entries to the 2016 Learning Awards has once again been exceptional – both in terms of quantity and quality. The judging panels have been extremely impressed that so many entries demonstrated exceptional vision and depth in providing learning solutions, and we are now witnessing how our L&D professionals are incorporating performance support, communities of practice and informal learning provision in their solutions. But the Learning Awards are not just about winners and losers. We should congratulate every single one of the Finalists who have demonstrated such excellent achievements and the we are delighted to provide them all with a trophy in recognition of this.

I want to sincerely thank everyone who entered these awards, everyone who has made it through to the finals, the team of judges who gave us their time and expertise, the award sponsors, and of course the hard working LPI team who have, yet again, made The Learning Awards a night to remember.

Enjoy and celebrate!

Colin Steed
Chief Executive
Learning & Performance Institute
Claudia Winkleman is an award winning and BAFTA nominated presenter who is one of the most in-demand television hosts today.

Despite being half woman, half fringe, Claudia has successfully managed to claim ownership of two of the BBC's flagship arts programmes by the clever means of attaching ‘with Claudia Winkleman’ to their titles, resulting in BBC Radio 2’s The Arts Show with Claudia Winkleman and BBC1’s Film 2015 with Claudia Winkleman and Danny Leigh.

Claudia is perhaps best known for her work on BBC’s Strictly Come Dancing. For the last three years she has co-hosted the results show with Tess Daley. Prior to this, Claudia indulged her love of fake tan hosting Strictly Come Dancing: It Takes Two on BBC2, getting all the behind the scenes gossip. In March 2015, she was awarded the RTS Award for Best Presenter.

In Autumn 2014, Claudia became the permanent host of the show, replacing Sir Bruce Forsyth, and teaming up with Tess for the main show. In March 2015, she hosted The People’s Strictly, which will see the Strictly dancefloor open to members of the public for the first time ever.

2013 saw her gamely stepping into the tent to take part in The Great Comic Relief Bake Off. After a few soggy bottoms it became apparent that baking may not be Claudia’s thing, however undeterred she branched off in a different direction of homemaking to present the brand new series The Great British Sewing Bee, produced by Love Productions for BBC2. The third series began in February 2015.

Having presented the Sky Premiere coverage of both the Golden Globes® and the Academy Awards®, most recently in 2015, Claudia presented the prestigious GQ Food & Drink Awards and the Glamour: Women of the Year Awards (to which she also left winning Presenter of The Year with Strictly co-host, Tess Daly). Alongside her Glamour Award, Claudia also scooped up a Royal Television Award for Best Presenter in early 2015. She was also nominated for a BAFTA with Strictly Come Dancing.

Claudia is a regular contributor to The Independent and London’s Evening Standard. She graduated from Cambridge University with an MA Honours in History of Art.
Judging Panel

THE LEARNING AWARDS 2016

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Colin Steed
Barbara Thompson
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Gen Chiropractic Council

Rob Beck
Elephants don't forget

Martin Couzins
ITS Developmental

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Babcock International Group

Joan Egenes
KPMG

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THE LEARNING AWARDS 2016
BT Technology, Service & Operations

BT’s new Personal Development Toolkit shone for the judging panel because of its elegant use of technology to empower BT staff to take ownership of their own learning and development. By bringing all aspects of personal and professional development into a single searchable toolkit the team has been able to deploy a rich set of curated learning resources. This has helped to reinforce cultural change with a focus on ongoing continuing development and the blending of formal, informal, social and on-the-job learning. Real staff profiles are used to demonstrate a range of careers and career pathways, raising awareness of talent transfer opportunities. BT staff are encouraged to give back by sharing their own knowledge and skills through the toolkit and managers are able to use the toolkit to support ongoing career and development conversations. Impressive usage and return figures, support from senior executives and managers mean the team have been able to demonstrate real value across the business.

Barclays

Barclays impressed the panel with their innovative, interactive Community Driving Licence, used to raise awareness and deliver insight into the needs of the bank’s diverse customer base. The panel liked the engaging design of the learning solution and the partnership approach taken to module development working alongside external experts such as StepChange and Age UK. The bite size modular programme allows staff to ‘walk in the shoes’ of their most vulnerable customers helping to improve customer service and then follow-on ‘embedding’ events are strengthening links between branches and their local communities.

Guy’s and St Thomas’ NHS Foundation Trust

The Guy’s and St Thomas’ team were tasked with a major challenge in equipping staff to make the shift to a new digital system for patient charting and notes. After a pilot using conventional classroom training did not produce the required impact, this passionate and tenacious team developed an experiential solution based on a series of learning blocks including observation, shadowing, simulations and collaborative learning exercises. This approach won the support of clinicians and staff and has had a range of positive impacts on the hospitals where it has been implemented.

Finalists

De La Rue GSK wagamama

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We’re proud to sponsor the Internal Learning Solution of the Year
**EXTERNAL LEARNING SOLUTION OF THE YEAR**

**GOLD AWARD**

**Kallidus & TfL**

This was a standout learning solution about which both TfL and Kallidus were rightly passionate.

The judges were impressed by the shared vison, business purpose and what they were trying to achieve. The programme utilised highly creative eLearning, created specifically for the audience involved and enriched with strong gamification elements and inventive use of video.

The provision of iPads to non-office based staff to utilise the programme offline and online (thereby addressing a lack of connectivity in the Underground) was both pragmatic and far-sighted. The programme was clearly designed to meet the needs of a highly diverse audience.

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**SILVER AWARD**

**Mind Gym & Thomson Reuters**

It was refreshing to see that Mind Gym had provided a learning solution which enabled Thomson Reuters to take clear ownership of both process and intent. This was a solution that the organisation had adopted wholeheartedly and a programme that met their specific needs. The outcomes were honestly described and the robustness of the evaluation was impressive. The overall design of the programme was incredibly impressive – the mix between the different media and methods deployed was highly commended by the judges – especially the bridge between the workshop elements and the missions and in work activities supported by trained facilitators from within Thomson Reuters.

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**BRONZE AWARD**

**SAS Institute & HSBC Retail Risk Analytics**

The partnership between HSBC and SAS was impressive. It was clear that there are plenty of positives with mentors emerging from HSBC supported and empowered by SAS and the learning process. The move from just providing out-of-the-box training to an Academy programme within the banking sector was innovative and provided a holistic approach to the training need.

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**FINALISTS**

- **Capgemini & John Crane**
- **Citibank Global Rainbow NAM**
- **Happy & Epic CIC**

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APPRENTICESHIP PROGRAMME OF THE YEAR

GOLD AWARD

South West Water

Back in 2010, South West Water recognised that workforce planning had highlighted that an ageing workforce would become an issue for the company if it wasn’t addressed.

The judges were especially impressed by the comprehensive apprentice programme design, and the way in which the collaboration with South Devon College had created a curriculum that was both innovative and relevant to the company’s future skills needs.

But whilst the programme itself was both impressive and effective, it was great to see the way in which South West Water had supported the local community in the development of apprenticeships in the region. A good role model always provides an excellent example to others, and this gold award provides international recognition for a regional achievement.

SILVER AWARD

Kwik-Fit GB

It’s eighteen years since Kwik Fit’s apprenticeship was first introduced and throughout that time it has been regularly refreshed and updated. There is a comprehensive two-year road-map highlighting the apprentices’ journey and the decision point at the end – to continue on the technical route or focus on management. Ofsted rated the programme “Outstanding” – and the judges all agreed.

BRONZE AWARD

KFC UKI

With both intermediate and advanced programmes for hospitality services, KFC’s apprenticeship programmes are designed to create a flow of well qualified individuals who have real pride in their work. The judges were especially impressed by Kwik Fit’s Regional Support teams, and also at the way in which the company had tackled the problems of the many apprentices for whom English was a second language.

FINALISTS

Flintshire County Council

Infosys BPO

PDS

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PEOPLE DEVELOPMENT PROGRAMME OF THE YEAR

GOLD AWARD

Santander UK

This was excellent program from many perspectives. It is part of ongoing transformation of the bank and therefore aligns with the broader strategic imperative.

The programme is also innovative and challenging for the participants. It combines both online and face-to-face learning and is aimed at aspiring and all existing managers. It focusses on changing behaviours and establishing a new value system, based on a new mindset, purpose and identity. It is realistic, refined and radical.

A worthy gold winner.

SILVER AWARD

Omnicom Media Group

The Springboard Programme represents an extensive commitment by Omnicom to leadership development. The aim is to develop “T” shaped leaders and the focus is on doing rather than listening. There is a community project which last six or seven weeks working with a charity, and each participant is mentored throughout. As an example of commitment, the CEO attends every final module. This is a massive programme, with huge ambition and at the heart of the development of Omnicom.

BRONZE AWARD

wagamama

Although wagamama did not set up an L&D team until 2013, its impact on the business has been dramatic. It has helped increase retention of restaurant managers, and helped develop consistent and excellent service across the company owned and franchise restaurants. Training takes place around the UK in specially identified restaurants known as Centres of Brilliance. The program is well-structured and fun to participate in, as well as delivering impressive results for the company.

FINALISTS

KFC UKI  Lloyds Banking Group  Savills UK

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We help you improve the effectiveness of your people and the performance of your organisation.

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Creating truly immersive scenarios is never easy, but Dubai Police’s new program of virtual incidents ranging from crime scenes to traffic accidents to hostage scenarios prepare a Special Weapons & Tactics (SWAT) team in a really effective way.

The judges were impressed at the way the different scenarios prepared learners for challenging situations in a safe and practical environment.

All aviation communications have to be in English, and the International Civil Aviation Organisation (the ICAO) tests pilots regularly to ensure that they meet the required level of language proficiency.

This is a challenge for pilots for whom English is a second language but, by working with Immerse Learning, Air France found that they could achieve a 100% pass rate with an innovative solution.

By creating an advanced virtual world that would contextualise the content and combining it with live online mentoring, and continuous assessment, Immerse created a solution that improved on the classroom experience and delivered a robust environment to deliver language training on a worldwide basis.

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The judges recognised that Filtered’s algorithm to filter out the content that learners either don’t need to know, or know already, was a really innovative approach, and felt that it would resonate well with leading edge enterprises seeking to engage their learners.

Whilst the theory is outstanding, it was great to see that there is comprehensive proof of concept in Filtered’s current course portfolio.

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**FINALISTS**

Accenture  
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INNOVATION IN LEARNING AWARD

GOLD AWARD

National Training Academy for Rail & PAULEY

An impressive contribution to the delivery of learning. The team at NTAR/PAULEY has taken several elements of technology such as touch screen, CAD and virtual reality (Oculus), and combined them all to make cutting-edge, engaging and realistic learning.

The solution successfully integrates learning with the workplace and has great potential to accelerate organisational learning, as post technology enabled training, participants demonstrate what they have learnt by trying it out on real trains.

The NTAR/PAULEY solution is very scalable, due to the use of affordable equipment, available to everyone.

SILVER AWARD

Filtered

The data-driven nature of this submission is very unusual in our industry and a refreshing change. The Filtered environment fosters learning by giving the learner the option to only learn what is required and then have ongoing performance support through small 5-10 minute modules.

Filtered has fully considered the product’s shortcomings and what they need to do to address it and move it forward. It is considered likely that this product will produce a market shift in the way learning is conducted in the world of compliance training.

BRONZE AWARD

Refined Data Solutions

For providers of large size classroom training, Refined Data has done well to mould the best of existing online training platforms and in-class training to create a new learner experience. Certainly, successfully combining classroom learning with a large number of remote learners has not been achieved before.

For facilitators this technology overcomes the brick-wall syndrome well, enabling an impressive connection between learner and facilitator. There is great potential here for anecdotal evidence of impact to become concrete and measurable.

FINALISTS

EY (Ernst & Young LLP)  Johnson & Johnson  What Goes Around

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Imagine being faced with little or no budget, no internal capacity, and insufficient skills to drive a digital learning transformation whilst having to boost the workforce morale on the back of recent redundancies. This was exactly the challenge that the newly appointed Head of Training & Development at Villeroy & Bosch encountered. The answer came in collaboration with HT2, with a Curatr curriculum containing a strong social learning element with gamification which has been incredibly well received including high engagement levels. The once siloed business are now sharing local insights with their global family. Within 18 months, this programme has already yielded demonstrable business results and this aspect particularly impressed the judges. An uplift in average transactions, year on year sales growth and product knowledge across geographies are some areas that have been impacted.

Based on a strategic driver to shift to a more self-directed learning culture, Citi embarked on a cultural change programme entitled #BeMore. However, this is far from your typical change intervention; what Citi ultimately created was a high energy, viral, pacey and exciting campaign for their 32,000 strong workforce. Key to the initial success Citi reported was innovative marketing and comms approaches, putting social front and centre, executive sponsorship and the inclusion of a 30 day development challenge to facilitate nudge improvements.

AB Sugar’s approach included targeting key influencers and utilising local champions to drive advocacy. A range of enterprise learning technologies to facilitate sharing across their global ops contributed to bringing together their various acquisitions. An aspect which the judging panel found particularly inspiring is a network mapping activity across the organisation to glean exactly how the workforce actually collaborates! In addition, the creation of an ‘Internal Focus Award’ designed to create a sense of pride with people providing success stories which will then be shared across the group.
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START-UP LEARNING PROVIDER OF THE YEAR

GOLD AWARD

Rock And A Hard Place

It is rare to see a new learning company that has been set up specifically to focus on a niche market. Using the e-learning expertise of Willow DNA and the advertising industry experience of the Burns Unit they have created a unique product which is perfectly placed to take the global advertising industry by storm.

The judges were impressed by the quality of the product, both in terms of learning design as well as content, and they had pitched it in a way that made it irresistible for the industry for which it was targeted. This is a great example of Britain’s knowledge economy developing a product which could be capable of worldwide adoption. Is based on the UK’s acknowledged expertise in advertising excellence, coupled with an ability to develop innovative learning environments that can work globally.

SILVER AWARD

Bloom Learning Solutions

A new and original take on working with organisations to develop learning solutions. Acting as an honest broker, Bloom supplies permanent staff, temporary staff or tailor-made consultancy for each situation. Companies get what they need, not what other suppliers are prepared to offer. This start-up is primed to revolutionise the New Zealand training & development industry by offering a service that will set the standard for others to follow. Already they have developed a network of expertise in all areas of learning development and have built up a unique group of partners to service any kind of L & D need.

BRONZE AWARD

Amazing If

This is a company to watch. They have a brilliant idea: focusing on helping, particularly young, staff work out their career pathway in a world where there are no longer obvious and appropriate linear steps up a career ladder. They are one of the first companies to register that the new career model is messy and disconnected but it still needs active managing. And this company is growing strongly. It offers Monday night 90 minute sessions for individuals as well as company commissions aimed at core staff. The list of organisations they have worked with is significant and impressive.

FINALISTS

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**GOLD AWARD**

**Farmfoods & Sponge UK**

By transforming FarmFood’s classroom based onboarding programme into a Learning Technologies based approach, Sponge UK has been able to create a consistent and engaging learning experience that really enables this fast growing frozen foods retailer to scale up the programme and achieve the objective of promoting all area managers from within the company.

The judges were especially impressed at the way in which the materials could be adapted to the different roles and job functions of the learners; in addition, the deployment of the content across multiple channels – especially smart-phones – was both innovative and effective. Finally, the metrics that were produced were truly impressive and make this programme a well deserved category winner.

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**SILVER AWARD**

**Pearson & Landscape**

“Welcome to Pearson” is the first time that the company has had a single, consistent, global approach to the onboarding experience; and, whilst it’s too early to demonstrate outcomes conclusively, the initial reaction to the programme is outstanding. Learners navigate through the four rooms of content and this highly interactive learning experience is personalised to ensure that the content is relevant to their needs.

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**BRONZE AWARD**

**AIG**

The vision behind AIG’s new global graduate onboarding programme really impressed the judges; the design and delivery of comprehensive group projects and immersive simulations really created a learning environment that energised, engaged, and motivated the group. 2015 was the year that AIG transformed a traditional onboarding process into a strategic talent development programme that will have far-reaching results.

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**FINALISTS**

- **Elephants don’t forget**
- **Infosys BPO**
- **Portugal Telecom**

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LEARNING PROFESSIONAL OF THE YEAR

GOLD AWARD

Jennifer Stanzl, TATA Consultancy Services

Jennifer’s extensive range of competencies really impressed the judges; her business acumen, strategic vision, leadership, and broad L&D capabilities were truly outstanding. Whilst she demonstrated that she has a clear business vision, it was her ability to motivate and influence stakeholders at all levels to share and achieve that vision that was really impressive. In addition, Jennifer readily identified robust business measures that could be used to evidence the impact of learning interventions.

An inspiring individual who clearly goes further than she needs to, Jennifer has succeeded in positioning the L&D function as a critical business enabler, adding significant value to TATA’s internal and external customers.

SILVER AWARD

Vari Atri, Dell Sales L&D

Vari demonstrated the highest possible standards of organisation, structure, attention to detail and determination to succeed; she is an extremely credible and convincing learning professional. She produced outstanding evidence of the tangible success and outcomes from the learning interventions she delivered, and was able to explain every aspect of how she approaches and executes her work.

BRONZE AWARD

Jennie Marshall, QA

As head of courseware development within QA’s Leadership, Management, and Business Skills team, Jennie has an extensive breadth of knowledge and experience to call on. But it was her ability to transfer that content into practical and effective training methodologies, and the way she was able to contextualize the subject to the learners’ needs, that really impressed the judges.

FINALISTS

Maureen Egbe, Happy

Kishore Krishnan, Cognizant Technology Solutions

Chris McLaughlin, Ricoh UK

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CLO OF THE YEAR

This is a highly prestigious award, and the judges struggled to separate the three shortlisted candidates. They are all extraordinary learning leaders with their own unique style and each has made a huge impact on their respective organisations and added real value to the bottom line. Their accomplishments are enormous, and they operate on a global stage and have the trust and confidence of their CEO as they operate at the highest level in their companies.

GOLD AWARD

Sarah Lindsell, PwC

It is always difficult to select one CLO of the year. The contributions that all the shortlisted candidates have made to their respective organisations were spectacular and far-reaching. The judges would wish to pay tribute to all of them. However, we have chosen gold winner who makes her mark through influence rather than direct power and has, over a number of years, transformed the learning operation of a huge organisation. Her role is to enable the network of learning leaders across the organisation to move forward and embrace technology solutions for learning. This she has done brilliantly. The focus of that small team is on strategy both for the UK market and further afield. Our winner demonstrates the energy that it is possible to generate when you spread your word mainly by negotiation and influence. The judges felt that PwC would be a lesser organisation without the work and influence of Sarah Lindsell and she is therefore a worthy CLO of the year.

SILVER AWARD

Chris Bartlett, FMC Technologies

As a trained engineer, Chris has registered a number of patents that are used in equipment sold by FMC worldwide. He moved into the L&D function and has re-engineered and transformed what was a fragmented and underperforming operation. He has huge credibility within the company and his staff described him as inspiring. His transforming of learning is still ongoing but the CEO now describes the company as “a learning company” - without Chris Bartlett this would not have been possible.

BRONZE AWARD

Damodar Padhi, TATA Consultancy Services

Damodar took on the role of transforming the learning function of TATA Consultancy Services and has completely reorganised the learning function to be focused on an ‘anytime anywhere’ learning model that has enabled 100,000 staff to be retrained around social technologies in one year. He centralised the training function, developed a whole series of remote learning centres, and built mobile-based learning so that ‘just-in-time’, and ‘just for me’ make real sense. An exceptional learning leader.

FINALISTS

Charles Atkins, Dell

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LEARNING PROVIDER OF THE YEAR

GOLD AWARD

Growth Engineering

In this fiercely competitive category, Growth Engineering really stood out. Gamification is a hot topic and an emerging trend for the L&D industry. It’s incredibly easy to be seduced into incorporating this feature within development offers. The truth is that without truly understanding the science of gaming, these interventions will fall flat, create a backlash and alienate the players. Cue the launch of ‘Genie’ - Growth Engineering’s game based content authoring tool with a variety of social collaboration features. This pioneering template based, mobile friendly solution has paved the way for organisations to implement game based learning.

Not content with the exciting launch of Genie, the company has also undergone significant growth and extended their global reach into the US and Asia Pac regions. A worthy gold winner!

SILVER AWARD

Degreed

The challenge that informal learning encounters is the ability to find, track and recognise lifelong learning activities. So when the judges learned that Degreed’s SaaS learning portal did just this, they were salivating at such a highly innovative platform. The enterprise solution is an absolute game changer. It integrates organisations’ internal learning systems with external vendor content. Aggregating over a million resources, organisations can select appropriate content and the platform contains curation tools all of which is delivered via a single sign experience. Unsurprisingly, Degreed has seen exponential growth.

BRONZE AWARD

Development Beyond Learning

Development Beyond Learning goes from strength to strength, recently venturing into the UK and Americas. Their customer proposition is built on 3 themes focusing on impact, scalability and expertise. However, DBL aren’t concerning themselves on simply developing content - they took a step back and considered the following crucial strands: engaging learners pre/post a classroom experience, engaging support personnel and the biggest exam question of how to demonstrate ROI. The result is the introduction of a set of principles aligned to tools and technology which they called ‘Engagement Dynamics’.

FINALISTS

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Contact: **Will Chadwick**, Vice President – UK  
Will.Chadwick@tatainteractive.com
LEARNING TEAM OF THE YEAR

GOLD AWARD

TATA Consultancy Services

TATA Consultancy Services’ learning team demonstrated passion and commitment to their organisation, and used learning to not only improve the competence of large numbers of TATA staff but improve their well-being and health. The judges loved the commitment to family life and their inclusive concept of learning but they also enjoyed the way in which learning had been transformed over a relatively short period of time to create any time, any place, environment which meant switching massive amounts of face-to-face learning into synchronous and asynchronous online.

This was a team whose philosophy was to get out of the way and allow learning to be enabled and focus on the business impact that they have helped create. Their engagement, their enthusiasm and their commitment to the business makes this team a worthy winner of the Gold Award.

SILVER AWARD

Barclays Internal Audit

The judges felt that the Barclays internal audit learning team were enduringly modest but simply brilliant in the way that they engaged with their colleagues and the wider business. They have built their reputation methodically and systematically to become a pillar of their business adding real value in a difficult and challenging context. The judges were impressed by the consistent “we” culture and the way in which they had built support right through their business and into the bigger banking operation. A small team, but highly effective and driving real value back to the business.

BRONZE AWARD

The Red Carnation Hotel Collection

The judges were impressed at the solid and consistent innovation in learning delivery. On a small budget, with a small team, they had built a culture of skill development that was fun, enjoyable and delivered the goods. Their metric for success is Trip Advisor comments! No harsher external business criteria exist for any organisation. This was a highly people centric model of learning delivery where attitude and customer commitment were built on a solid foundation of exceptional hospitality skills.

FINALISTS

BT
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After gaining a conservation sciences degree with archaeology, he progressed into postgraduate research around educational theory, communication theory, psychology and design. Julian is grounded in understanding how people learn, whatever the technology, and what the barriers are that can prevent them from learning.


Today, he writes widely in his learning blog around various aspects of learning: mainly elearning, social learning and learning technology. Asked recently what the most important skill was for an aspiring learning specialist, Julian's answer was 'storytelling'. At heart, he says, everything revolves around the clarity and coherence of the narrative.

Between 1999 and 2011, Julian built and sold a UK leading Learning and Development company turning over in excess of £6 million. In 2014, Julian founded Sea Salt Learning, a global learning consultancy, alongside BlackBeard Digital, a full production agency.

Today, Julian splits his time between writing, travelling and working around the world, helping organisations prepare for the Social Age. With a deep interest in how technology facilitates learning and how it helps us to collaborate, Julian has also exhibited his photos and paintings and retains a passion for creative expression.
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**CLOSING SKILLS GAPS**

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**ROI**

- On average, each employee gets back 72 extra hours a year because of time saved using the skills they’ve learned.

**HOW PLURALSIGHT STACKS UP**

- 86% of managers rate Pluralsight better than other online training their team has taken

- Plan admins say Pluralsight is better than other training providers in:
  - 90% Providing high-quality content
  - 88% Meeting the needs of their team
  - 86% Resulting in positive ROI
  - 85% Having effective authors

- 88% of learners say on-demand online learning helps them more in their day-to-day work than classroom training

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Each year we take 192 children aged 8-14 with a serious illness or disability on the holiday of a lifetime to the theme parks of Orlando, Florida. We believe it is important to bring some fun and joy into the lives of children whose conditions have brought them pain, distress and disruption.

We have 12 regionally-based groups, each of which has its own group name and identity. For example, we have the Mickey Mouse Group from the South East, and the Shrek Group from Wales. Each group is made up of 16 children and their volunteer support team (medical & non-medical), so the children leave their parents behind, providing them with respite while their child is away and precious time with other members of the family.

Whilst on the trip, the children build in confidence, friendships and independence, and a ‘can do’ attitude develops over the 10-days. Many former Dreamflight children have gone on to achieve amazing things, perhaps that they would never have imagined.

Liz Johnson went on the trip in 1997 and has gone on to great achievements, including winning Gold at the Beijing 2008 Paralympics. Liz is now a patron for the charity, and cites Dreamflight as a changing point in her life, as many other children do.

Thank you so much for supporting Dreamflight.

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- Forest E. Witcraft

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