

# CASE STUDY

## Democratizing Learning through an “On-Demand” Learning Model for a Global Chemical Manufacturer



## CHALLENGE

### Traditional Training Programs Hindering Growth

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A global leader in the chemical industry faced challenges with its traditional L&D programs. The existing training sessions were rigid, offering limited course options and failing to meet individual learning needs. Employees lacked flexibility in choosing courses aligned with their daily workflows, hampering skill development and job satisfaction. The organization needed a personalized learning solution that empowered employees to take charge of their growth.

## SOLUTION OFFERED

### On-Demand Learning Model

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GlobalGyan Leadership Academy introduced a transformative **On-Demand Learning Model** designed to offer flexibility, personalization, and relevance.

#### Key Highlights:

- *Extensive Course Catalogue:* 50+ self-paced, bite-sized courses across five core themes.
- *Personalized Learning:* Employees allocated annual training budgets to select courses matching their roles and aspirations.
- *Interactive Learning Experience:* Case study-driven assessments and in-lesson exercises simulated classroom interactions.
- *Workflow Integration:* Courses designed to fit seamlessly into daily work schedules, enhancing practical applicability.

## PROGRAM IMPACT

### Capability-Building at Scale

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The On-Demand Learning initiative successfully redefined the learning culture within the organization by offering flexibility, relevance, and ownership to learners. With over **2,400 employees** having access to the program, it attracted consistent participation across all business units. The flexible model enabled employees—from GETs to CXOs—to personalize their learning based on role and interest. Key outcomes included:

- *Top Enrolled Courses:* “Design Thinking for Problem Solving,” “Persuasive Communication,” and “Fundamentals of Strategy.”
- *Repeat Learners:* 11% re-enrolment rate, indicating sustained engagement.
- *High Proficiency:* 41% of participants scored Grade A in final assessments.

By adopting this **flexible, learner-centric approach**, the organization significantly boosted employee engagement and skill development, positioning itself as a true learning organization.

# PROGRAM OUTCOMES

## In a Snapshot

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**2400**

*Employees*

**7**

*Business Units*

**50+**

*Monthly Nominations*

**11%**

*Repeater  
Learner Rate*

**78%**

*Course  
Completion Rate*

**41%**

*Learners Passing  
with Distinction*

## PROGRAM SNAPSHOTS:

### User Diversity

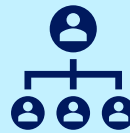
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**GETs**



**AGMs**



**DGMs**



**CIOs**

## Popular Courses

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**Managing Time & Stress**

**Fundamentals of Strategy**

**Design Thinking for  
Problem Solving**

**Introduction to Artificial  
Intelligence**

**Fundamentals of Finance**

**Persuasive  
Communication**



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# YOUR PARTNER IN ACTION

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