

SECTOR: GLOBAL HEALTHCARE

FOCUS: Moving from a traditional, offline workshop-based model to an online solution. Powered by rapid, practical management learning which was delivered on-demand as part of a wider organisational Change solution.

Changefirst slashes training costs for global Healthcare client by 85%

The Challenge

Organisations are under pressure to change – more quickly and more comprehensively than ever before.

Our client realised that to achieve this it takes more than simply training a small number of project or OD specialists in Change Management. They wanted to ensure that the whole organisation possessed the appropriate skills and tools to effectively play their part in delivering sustainable Change. They also recognised that building this level of Enterprise-level Change Management (ECM) capability would be time-consuming and costly using a traditional workshop based approach - not to mention the lost work time for participants.

As a result, Changefirst worked in partnership with the client to deliver a solution built around our on-demand learning offering.



“On-demand learning was a **flexible and cost-effective way** to train tens of thousands of Managers and Employees in a highly scalable way.

Head of Change and Transformation

The solution

Most Change initiatives are as much about cost efficiencies as they are about innovation.

With extra focus on training rates, travel and venue costs - and thousands of disparate of people to prepare for the impacts of major organisational change - it was clear that a solution built around our On-Demand Learning capability was going to be most beneficial for the client.

Changefirst was able to deliver a highly cost-effective and scalable role-based capability building solution not just for:

- opening the door for Change by **preparing Executives**, through a series of face-to-face workshops
- upskilling and certification for **Change Agents, HRBPs and Centres of Excellence** located in different parts of the world
- Delivering accelerated, role-based capability building in a cost-effective way to **local/line managers and employees** using virtual and on-demand learning



A wide range of employees including accidental Change Agents, employees impacted by Change and leaders and people specialists benefitted from our on-demand learning.

The Results

The project has delivered a number of key benefits including:

- **organisational training costs** were slashed from £600,000 to £400,000
- on-demand elearning has proved to be a **highly cost-effective way** to supplement specialist training, certification and executive development
- provided the ability to provide Change Management training to **5 times more people globally**
- all of this was delivered as part of a wider organisational level Change solution



We made our multi-lingual, on-demand elearning available in 6 different languages.



Looking to unleash the power of on-demand Change Management learning in your organisation?

Contact us now or **visit our website** for more information.