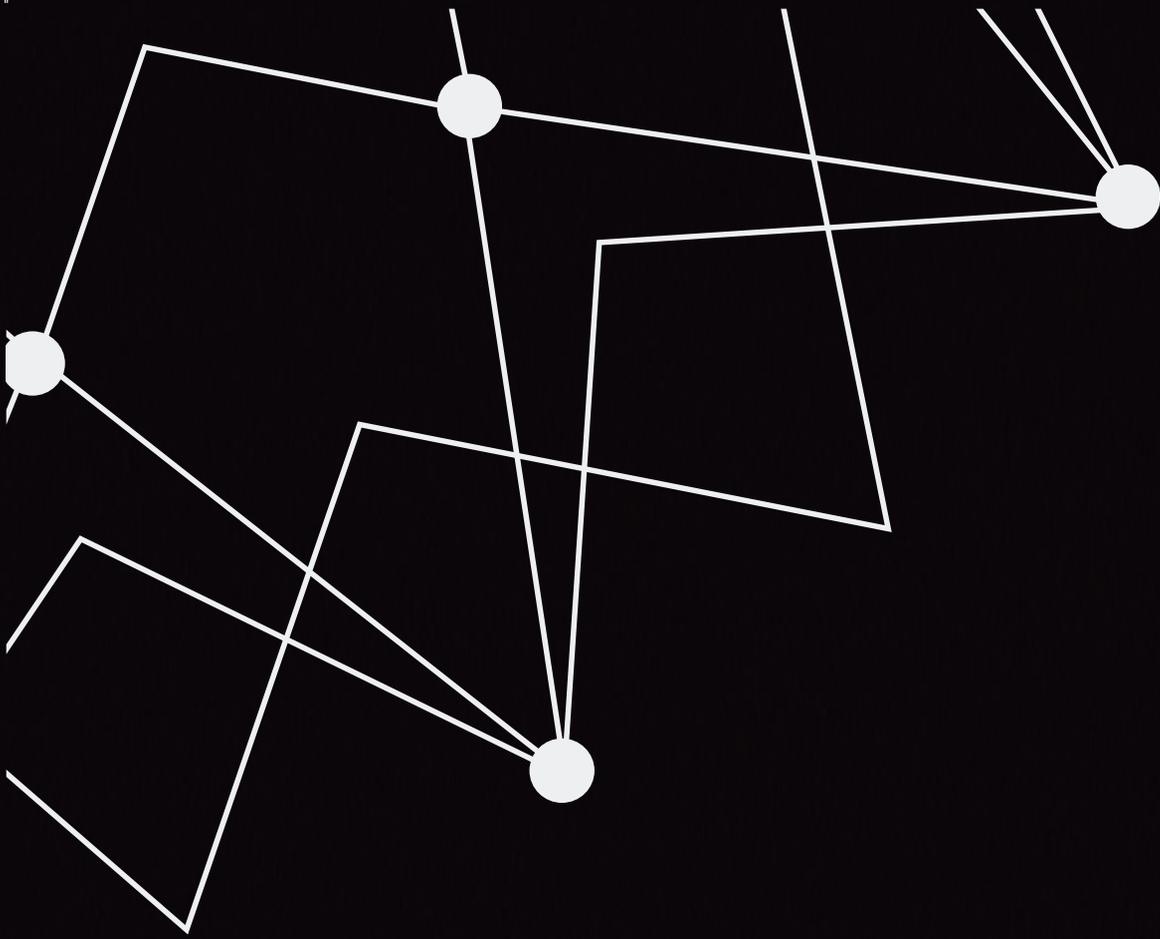




The 23rd Annual Learning Awards

7th February 2019
The Dorchester
Park Lane
London

 Learning &
Performance Institute



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FOREWORD

We are working in an industry that continues to experience extraordinary change. What is clear is that the individuals and organisations represented in this book are not only confronting this change head-on but are excelling. They are realising their potential, discovering opportunity, and distinguishing themselves among their peers. Every one of them deserves the fullest praise for their achievements.

I'm often asked if there is a magic formula for learning. A simple equation that describes how the best organisations and individuals approach their learning strategies. I believe there is, and it begins with technology.

Exciting new technologies appear almost daily (and often disappear just as quickly). The trick is to understand when, how, or even if, to leverage these technologies in a learning strategy. I think it's safe to say that AI, bots and automation are here to stay. And, far from being a threat to L&D, these technologies are actually changing the nature of the work itself, liberating us from repetitive or mundane tasks and allowing us to focus on more creative, strategic, and collaborative work.

Cutting-edge L&D teams are already seeing the benefits of delegating tasks such as content curation, personalization and even coaching to AI, and it's giving them more time to think holistically about the future of work, ambition, well-being and development.

But what about alluring and provocative technologies like Google Flutter, Alteryx, and blockchain? Will these become powerful new weapons in our L&D arsenal in 2019 and beyond? It may be too early to tell but we shouldn't be afraid to embrace these new platforms and experiment with their potential. Let's remind ourselves that everything, at one point, was a new technology. The World Wide Web itself was new technology only 30 years ago and yet, now, it is so completely ingrained into everything we do that we can barely remember life before. Technological change is inevitable. What is essential is that we adapt and nurture our human skills so that we work in concert with the technology and not against it.

This leads to the second term in our equation: people. History has shown that we can be unprepared for significant change – as in the case of the Industrial Revolution where much of the agrarian workforce found itself redundant against the onslaught of mechanisation.

300 years after that revolution, we find ourselves in the middle of another epoch - a fourth Industrial Revolution – only this time, we have the benefit of hindsight.

Now our role is clear: we must build a digital-human workforce, where soft skills such as emotional intelligence, critical thinking, conflict management and storytelling are key capabilities for employees. We must prepare ourselves and our employees for emerging roles and even for jobs that don't exist yet. And I believe we are already making progress.

L&D has argued for years about whether it should be part of HR, or how closely aligned with IT it should be. Now, forward-thinking L&D functions are cultivating valuable relationships with the Change Management department, as they look to transform their people and their organisations in the digital age.

We're seeing L&D departments having huge success creating learning cultures using technologies they already have to build social communities that crowdsource informal, peer-to-peer learning. Progressive learning professionals are upskilling in the disciplines of user experience design, marketing, and data analytics to really understand the cause and effect of learning.

And L&D is finally getting out of the classroom – going out into the business to see how people really work and becoming strategic influencers with key stakeholders.

This is the human part of our equation - our creativity, our adaptability, our empathy, our open-mindedness – these qualities are what separate us from the machines. As people, we have the unique ability to perceive challenges as something beneficial, so we can deal with them in the most productive way.

The Learning Awards exists to recognise the most talented individuals and organisations in L&D, the most innovative learning technologies, and the unquestionable business performance improvements that arise from these working in perfect harmony.

Improving performance means improving engagement, attracting new talent and retaining existing, boosting productivity, and boosting morale. It's something that can only happen when the very best people work with the very best technology – and this is the Learning Awards exists - to recognise the pioneers and the leaders among us, whose work is an inspiration to us all.

On behalf of everyone at the LPI, I congratulate all the winners and finalists. Have a fantastic 2019 and celebrate your success!



Edmund Monk
CEO, Learning and Performance Institute

YOUR HOST

Claudia
Winkleman



Photo - David Oldham

Claudia Winkleman is one of the best-known broadcasters in the UK. She won the RTS Award for best presenter in 2015 and is BAFTA-nominated.

Claudia is the host of Strictly Come Dancing (BBC 1), the voice of Sunday nights on BBC Radio 2 and writes a weekly column for The Sunday Times 'Style' magazine for which she was nominated Fashion Journalist of the Year at the Press Awards 2017. Claudia is fronting the new BBC1 cookery competition series Britain's Best Home Cook alongside Mary Berry this spring.

In 2018 she presented Britain's Best Home Cook. Claudia also presented four series of The Great British Sewing Bee and was the host of BBC Film.

Claudia is a trustee of Comic Relief and regularly fronts the live television shows for both Red Nose Day and Sport Relief alongside spin-off shows including Let's Dance for Comic Relief/ Sport Relief and the Comic Relief Danceathon. She also regularly appears as a guest on shows such as 8 Out of 10 Cats, Great Big Quiz of the Year and Would I Lie To You.

As part of the Strictly family, Claudia presented Strictly Come Dancing: It Takes Two before joining Tess Daly on the main show in 2014. The following year she hosted The People's Strictly.

Claudia graduated from Cambridge University with an MA Honours in History of Art. She lives in London with her husband and three children.

Combining mainstream appeal with her own brand of wit, Claudia Winkleman is the perfect host for any event, from large scale awards to more boutique affairs.

Twitter @ClaudiaWinkle

Judging Panel

THE LEARNING AWARDS 2019

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Church of
England



Grant
Schmidlechner
GSK



Joan Egenes
KPMG



Myles
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Myles
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Mark Godfery
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Alistair
Cumming
Lidl



Darren
McGrath
Knowledgepool
Group



Anne
Fitzsimons
AXELOS



Ray Brown
Conduent



Toby Roberts
Safety Media

CATEGORY JUDGES



Lucy Ireland
BCS



Natasha Frith
HCA
Healthcare



Cheri Boucher
BT



Alexandra
Holmes
BLM



Rob Alcock
BBC



Peter
Sheppard
Ericsson



Lorenzo
Giliomee
O2



Gareth Evans
Wicked HR



Jackie
Barefield
GroupM



Juan Ruiz
Overlap



Joe Richardson
LEGO



Sandra Arnold
GroupM



Craig Hamill
Zonal



Andrew
Jacobs
HMRC



Sandra Ng
Pyng
Consulting



Paul Cliff
Surrey Police



Ettie
McCormack
Step Forward
Solutions



Catherine
Monaghan
Blenheim
Chalcot



Satnam
Sagoo
British Red
Cross



Nicola Pye
Ernst & Young



Lorna Matty
Toyota
Financial
Services



Lisa Johnson
NHS Blood &
Transplant



Donna
O'Toole
Crafted by
August



Rachel Sibley
Ricoh



Jo Byrne
Cambridge
Assesment



Jack Lockhart
Virgin Media



Jolandi
Phillips
Nord Anglia
Education



Robb Sayers
GSK



THE

LEARNING

AWARDS

2019

INTERNAL LEARNING SOLUTION OF THE YEAR

GOLD AWARD

Hugo Boss



The team at Hugo Boss suspected that new starters with incorrect skill sets were causing issues in the garment manufacturing process. However, this was ruled after stakeholder feedback pointed the finger at induction and training methodologies. After a visit to the Fraunhofer Institute in Germany, they developed a highly effective virtual factory tour watched via 360° video with VR glasses, virtual operation training, a defect museum where perfect products and all possible defects are physically available, and taught sessions on sewing machine usage. The success of this project has been immediate and tangible, significant ROI and impact on a number of business areas has been clearly measured. The team is now planning to roll out similar technology to other vendors in the company network.

SILVER AWARD

Capgemini



Capgemini's Game Changers Programme was developed in response to the rapidly changing client demands and the transformation brought about by advances in technology. As a result of attending the programme, 150 people have been promoted and a number of the alumni are now involved in the design of the programme year on year, creating the concept of Leaders as Teachers. 125 Game Changer opportunities have also been generated and presented to the business enabling truly transformational projects to impact on process and practice. An impressive set of results all round.

BRONZE AWARD

Aviva



Aviva adopted a 12-week global leadership programme where participants were asked to solve real problems through coaching sessions, learning sets and social learning focusing on business outcomes rather than learning objectives. Global collaboration was encouraged across all sites in Asia and Europe which led to a clear and measurable impact. 2.5 thousand people benefitted from the learning associated with the initiative which is a true blend of content created both internally, externally or curated with consistent messaging.

FINALISTS



Bayer US



Slovenska Sporitelna



Victoria University
Polytechnic

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EXTERNAL LEARNING SOLUTION OF THE YEAR

GOLD AWARD

Samaritans & Brightwave



The Wellbeing in the City learning tool, created by Samaritans and Brightwave Group, brings over 65 years of subject matter expertise to a new audience in a scalable and inclusive way. The team carefully approached the design of the tool and the content, understanding the breadth of audience and the complexity of tackling mental health and wellbeing in the workplace. This project wasn't just about awareness, it was imperative that it drove acceptance and significant cultural and behavioural change. They have achieved artful simplicity in the tool and real emotional connection with the narrative of the scenarios and the results are clear evidence that they got the balance right. With a number of the largest accountancy firms and big banks rolling this out companywide and over 900 organisations adopting it simply through word of mouth, the success is self-evident.

SILVER AWARD

Halma & Hive Learning



With a focus on putting both client and end user at the centre of the experience, Hive Learning implemented Halmahub, its innovative, easy-to-use learning platform. This social learning platform enabled the rapid development of a culture of knowledge-sharing and collaboration across the organisation - particularly impressive given Halma comprises of 50 diverse and geographically dispersed businesses.

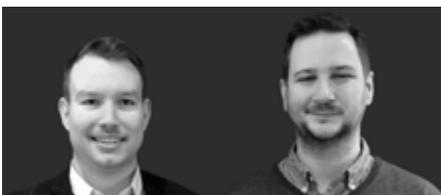
BRONZE AWARD

Standard Life Aberdeen & GoodPractice



Standard Life Aberdeen identified a clear requirement to improve the educational capabilities and performance of its staff through the challenges of a merger transition. The judges saw a project that was successful in its aim in sharing desired behaviours to the wider business audience and were impressed by the positive impact that Standard Life Aberdeen had on the behavioural capabilities of its workforce.

FINALISTS



Clydesdale and Yorkshire Banking Group & Freeformers



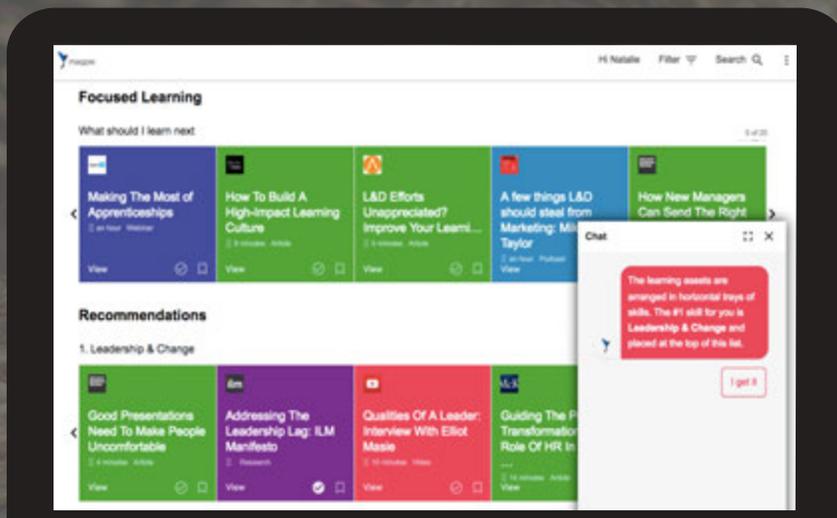
Sydney Water Corporation & Elemental Projects



Vodafone & PurpleMedia



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APPRENTICESHIP PROGRAMME OF THE YEAR

GOLD AWARD

HM Land Registry



The “perfect storm” of an ageing and multi-location workforce, a contracting team following the 2008 property crash, increasing workloads and an inability to invest in recruitment for over a decade all meant that the new HM Land Registry Apprenticeship scheme had to facilitate a major step change in this area of HM Government. The judges recognised the fantastic efforts to develop a scheme from a “standing start”, including building new career pathways from entry level up to senior lawyer role. The results of the scheme were very impressive, including an 88% retention rate and 17% of apprentices now promoted to a higher grade role in the organisation.

SILVER AWARD

IBM



The reach and depth of the IBM Apprenticeship scheme was impressive. The scheme has clearly enhanced and grown the IBM ethos and innovation culture for the organisation and the passion and commitment of the apprentices was clear. The judges were engaged by the obvious focus on mental health and wellbeing as part of the scheme and the opportunities offered for apprentices to build strong and valued relationships across the organisation .

BRONZE AWARD

Zenith



The judges were impressed with the way the scheme reinforced the obvious values of the Zenith business and provided opportunities for local to talent to thrive in the organisation. The scheme is clearly playing a fundamental role to support future business growth and the energy and enthusiasm demonstrated around the scheme and its achievements was infectious.

FINALISTS



Argyll and Bute Council



Berkeley Homes



Firebrand Training

Thank you so much for your continued support of Dreamflight.



Over 6,000 children have experienced their holiday of a lifetime thanks to the support and generosity of fundraisers like the Learning & Performance Institute.

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.



Whilst on the trip, the children build friendships and develop a real 'can do' attitude. Many former Dreamflight children have gone on to achieve amazing things. Several of the returning Paralympians from Rio 2016 had been Dreamflight children in the past, citing the trip as a turning point for them.

One of them was Natasha Baker MBE.

Natasha is a dressage rider and 5 times Paralympic Champion and says:

"Dreamflight totally changed my life. I went from such a dependent, shy child to a confident young lady and it's just great to see that it can happen to so many other people."

We have 12 regionally based groups of children from all over the UK, including Northern Ireland, Wales and Scotland. Each group is made up of 16 children and their volunteer support team (medical and non-medical). The children leave their families behind giving them an opportunity to discover independence, confidence, and a whole new outlook on life. Often for the first time, these children realise that they are not alone, and they are not the odd one out.

They see children around them who have also suffered, they gain perspective, and experience things they never thought possible.

Thank you to L & PI from all the Dreamflight children!



PEOPLE DEVELOPMENT PROGRAMME OF THE YEAR (PUBLIC SECTOR)

GOLD AWARD

Guys and St Thomas' NHS Foundation Trust



Comprehensive coaching programme, impacting both staff and patients, with clearly demonstrable organisational impact, including fundamentally affecting culture and engagement. The programme seen as a centre of excellence in the NHS and beyond and is externally recognised and validated. Not only has it impacted on staff but also affected clinical and health outcomes of patients.

SILVER AWARD

Teenage Cancer Trust



The team at Teenage Cancer Trust presented the judges with an innovatively designed programme, demonstrating early impact on leaders in the charity. Through its own success, it is now helping to create a cultural shift and a greater cross-collaboration across the trust.

FINALISTS



Community Gateway Association



Leonard Cheshire

Improving performance through learning



Outsourced managed learning services



Learning consultancy and design



Apprenticeships and
pre-employment

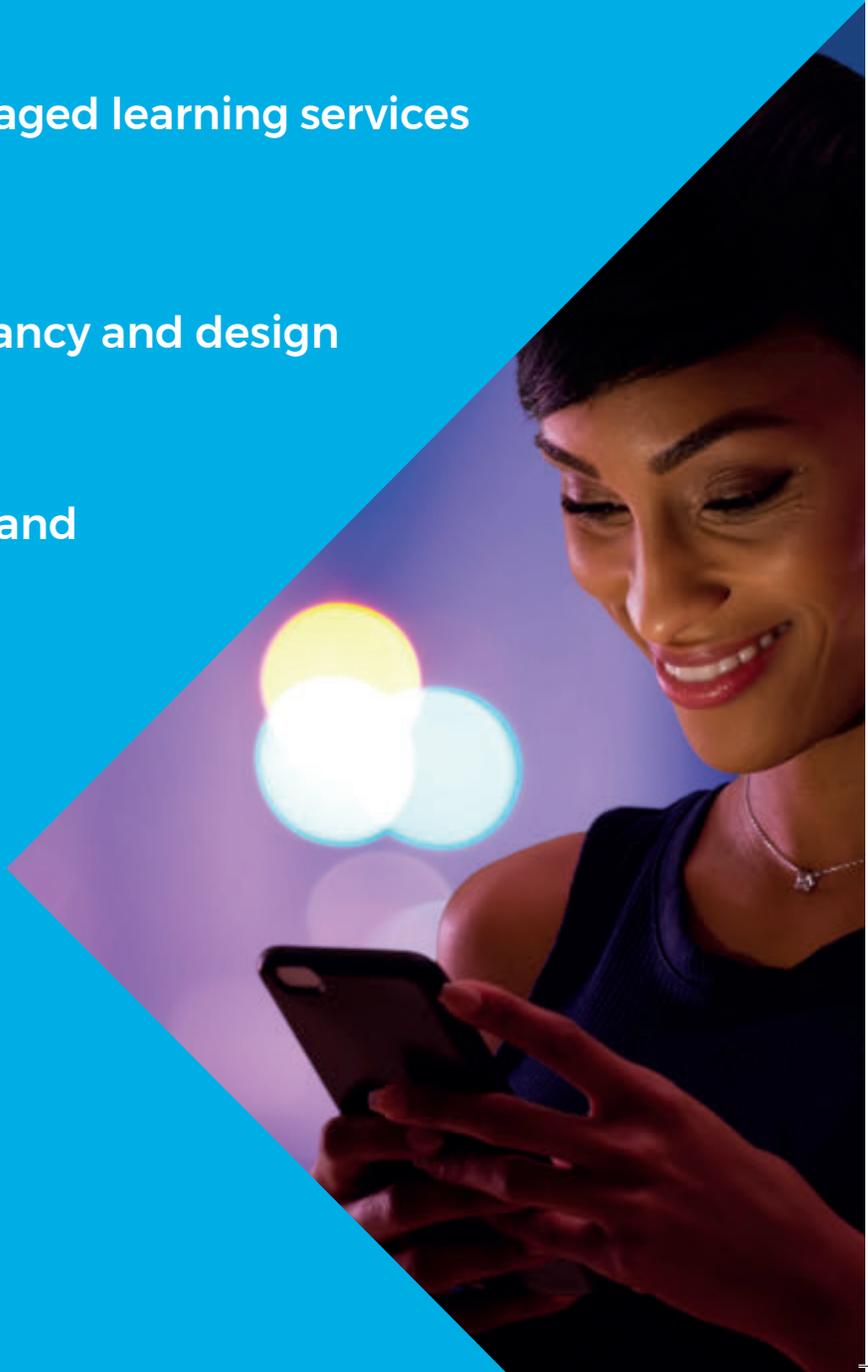
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PEOPLE DEVELOPMENT PROGRAMME OF THE YEAR (PRIVATE SECTOR)

GOLD AWARD

Honda Motor



The team at Honda were able to demonstrate how it tackled a significant business issue, building a programme of learning with real strategic value. The challenge was put to the team to create something in a very short period of time (against aggressive timescales) which it was able to do with limited resources, concentrating energy on the things that would really have impact. The judges were impressed with the clarity of the presentation that the Honda team shared, evidencing the positive impact their intervention had on business metrics. The measurable impact was such that adoption has spread widely across the whole dealership network and the approach is now being rolled out globally.

SILVER AWARD

The Working Manager & O2



O2 Campus presented a compelling story of their modernised learning offering. What came across was the culture change since their launch, with the team's attention now focused on curation, rather than creation, of content. This change has reduced the speed in deploying content and has had real impact within the retail stores.

BRONZE AWARD

Capgemini



The Connect & Drive leadership development programme offered by Capgemini is bright, bold and effective. The judges were particularly impressed with the holistic nature of the programme and the way in which engagement has been developed across a wide range of stakeholders.

FINALISTS



Armstrong Ceiling Solutions



Generali



Hugo Boss

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LEARNING TECHNOLOGIES AWARD

GOLD AWARD

UK Coaching



It's not just an e-learning course, it's an opportunity for many who are visually impaired to learn independently. UK Coaching has made the eLearning accessible for people who are blind and sight-impaired. A project of this complexity required a large degree of project planning but was done in a very short time and with limited budget due to the effort and collaboration of the team. The main output has significantly changed of the lives of the learners with visual impairment. This is the best KPI to reflect the impact of the project.

SILVER AWARD

Filtered



Tackling the issue of LMS's being just a repository of non prioritised content where employees cannot find the learning resources they need, Filtered built Magpie. Using Machine Learning and a proprietary chat bot that identifies skills gaps and capability priorities, Magpie recommends from a learning asset library the most appropriate resources. This many benefits include a reduction in time spent searching for learning contents, improved performance driven solutions, and engagement through performance aids.

BRONZE AWARD

Fuse Universal & Hilti



Hilti have embraced a unique learning culture with just-in-time learner-centric resources across 34 native languages. Reflecting real-world Hilti context and content, with different levels to suit diverse learning styles and education levels, and a huge amount of engaging, quality content, this solution generated an extraordinary increase in use that positively impacted business performance.

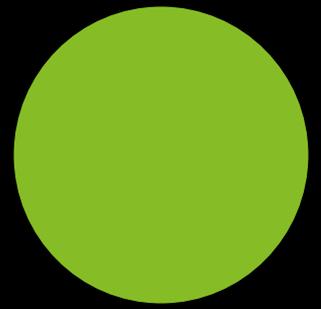
FINALISTS



Coca-Cola



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Deloitte.

INNOVATION IN LEARNING AWARD

GOLD AWARD

EDF Energy



The judges were unanimous and EDF Energy's entry was a clear winner. EDF spotted the opportunity in 2014 as a consequence of a real life accident that occurred within the workplace, where the team took a positive and bold stance in taking advantage of the situation through the development of a risk-free VR solution. This immersive experience places the employees in real life situations where they can practice their skills while being monitored and assessed until they have mastered the training, and subsequently achieve the 90% pass mark required by this extremely safety-conscious organisation. Clear evidence was demonstrated showing substantial benefits for the employees and business alike.

SILVER AWARD

Bluestone College



Bluestone College presented a compelling story about their audience of young adults (and others) who are interested in a career in sports and leisure, but who have become disenchanted and disillusioned with "education". Delivering an outstanding programme in a novel and effective format, they focused on overcoming the typical barriers to adult education, such as securing funds to attend training and the challenges faced in securing a future workplace role.

BRONZE AWARD

Digital Unite



Creative digital skills agency, Digital Unite, have recently reinvented themselves to become more relevant, provide increased value, and satisfy a gap in the learning world that was (is) being overlooked by others. Digital Unite's work with organisations in the social impact space is important and noteworthy, facilitating the teaching of basic digital skills to a large and complex audience, while introducing their members to cutting-edge learning practices.

FINALISTS



Fuse Universal & Hilti



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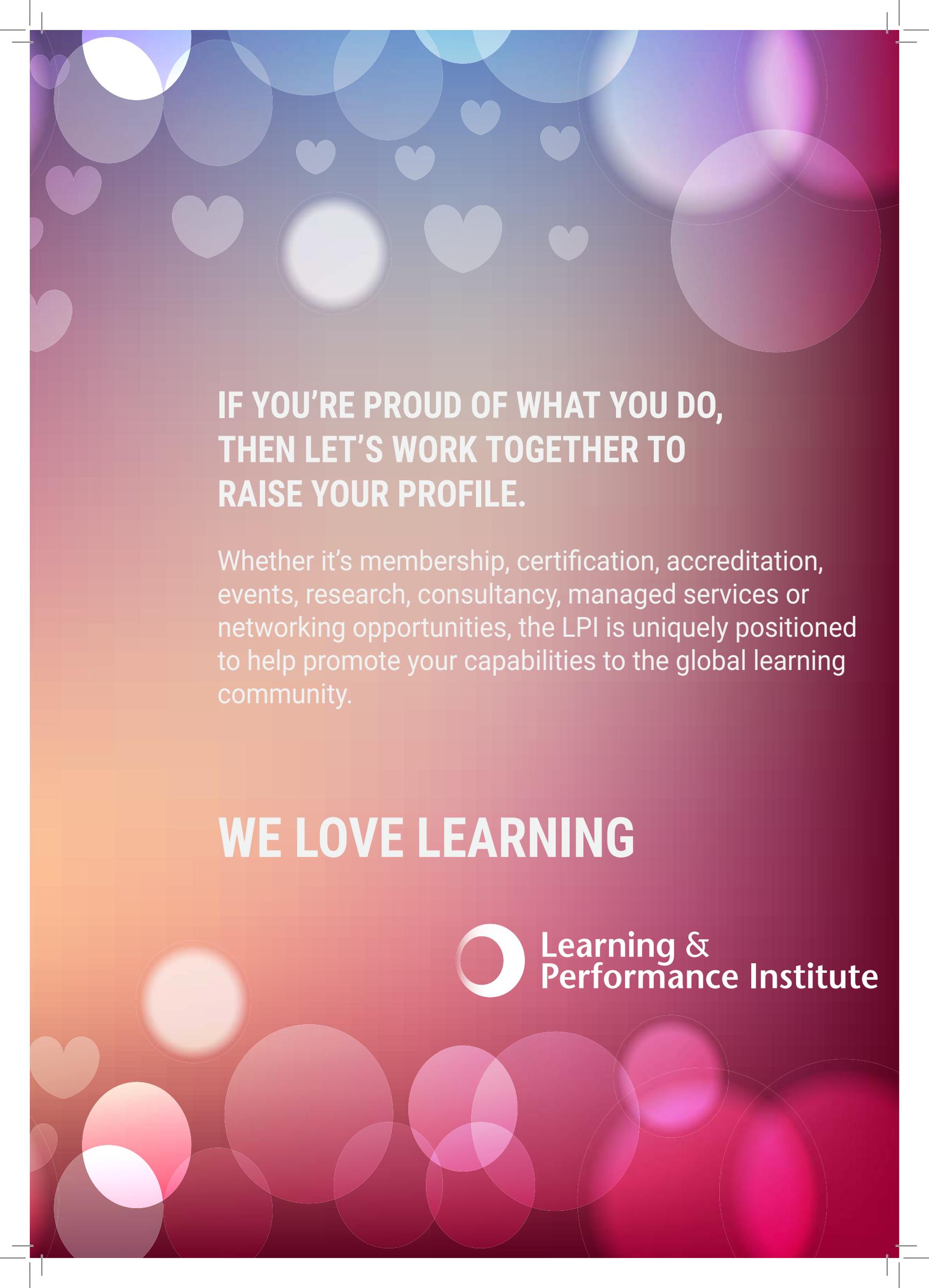
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DIGITAL LEARNING TRANSFORMATION AWARD

GOLD AWARD

myProteus



myProteus excited the judges with a rare insight into a fully fledged digital transformation and business model innovation in a learning context. The submission told a fascinating and inspiring story of a very well designed and managed product development addressing a new business opportunity. With a clear eye on meeting a new client need with the use of data and insight, myProteus forms a new business line for the organisation. At heart, the team have disrupted their market with a new approach to supporting the project management profession with a new tool and data not available elsewhere. From the outset, the team followed excellent product management principles, applying their own learnings to a strong roadmap to keep the momentum of innovation and address customer needs as they emerged.

SILVER AWARD

Banco Santander



A close contender for the top spot, impressing the judges in a number of ways. The business ownership and championing of the initiative ran through all stages and retained a clear focus on the business goal. The storytelling approach and constant human elements are excellent examples of what real digital change takes. In a conservative environment the Santander team managed to balance ambition and innovation with a sensitivity that brought the organisation with them. Most convincing was the straight line the team could draw from their digital content and tools to hard business benefits, clearly measured.

BRONZE AWARD

Teach on Mars & Acqua di Parma



This entry attracted the judges' attention through its clear thinking and simplicity in tackling a clear business problem: sales staff and concessions across the Acqua di Parma network were hard to reach, busy and lacked many of the hallmarks of consistency other projects relied on. The team set clear goals and relied on a simple and easy to use mobile solution. In a traditional business context, this focus was fundamental in winning over the audience. This project shows what an ambitious L&D team can achieve under its own steam with the right partner.

FINALISTS



Cognizant Technology Solutions



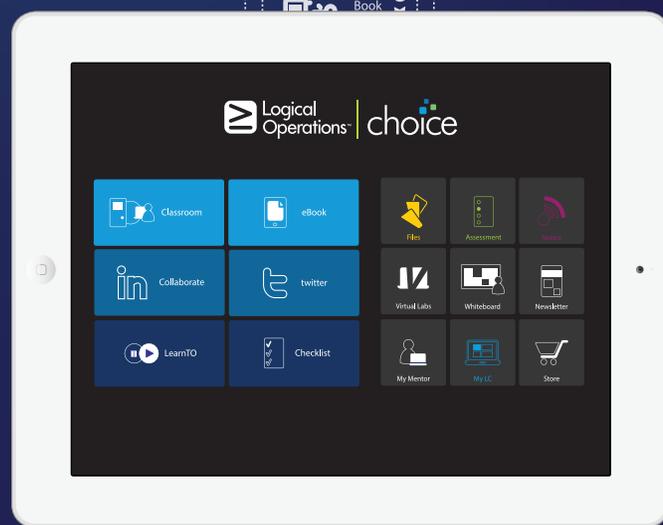
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START-UP LEARNING PROVIDER OF THE YEAR

GOLD AWARD

VirtualSpeech



An outstanding and innovative education platform with much potential for growth and future impact. VirtualSpeech demonstrated how an idea born of a simple personal need, can, with very little initial investment, be turned into a high quality product and service. Through sheer hard work and determination, passion and a clear vision, VirtualSpeech has proven to be disruptive and different and has already made an impact on the market and its clients. With a product and service that is truly unique, this new method of adult learning is accessible, simple and provides clear proof of ROI. VirtualSpeech is clearly progressing towards its goal of changing people's lives by increasing confidence and becoming the new frontier in online learning.

SILVER AWARD

LearnBox Ltd



A really strong presentation with clear evidence of the impact they are making on their learners. LearnBox were passionate, engaging and truly believed in what they do. Client impact and endorsement was clearly demonstrable and with a strong vision for the future, LearnBox has a huge growth potential.

BRONZE AWARD

Thinking Focus



Thinking Focus presented a great story of success from a personal setback and showed how using their own positive mindset forms the basis for the way they work with their clients. Thinking Focus demonstrated a clear business impact with high quality service and have developed a truly innovative product with real growth potential.

FINALISTS



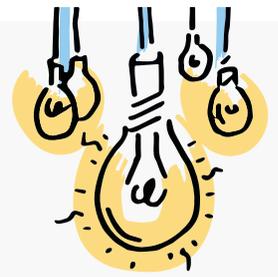
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ONBOARDING PROGRAMME OF THE YEAR

GOLD AWARD

Southern Co-op



This programme was launched a year ago in response to an alarmingly increased rate of staff turnover. As a result of the programme, new employees know what are expected of them and are given the tools to be successful. The programme has already decreased staff turnover and demonstrated a strong connection between training and performance. This approach to onboarding positively impacted Southern Co-op's learning culture and line manager effectiveness. As a consequence the programme has changed the business culture by increasing the perceived value of employees and its impact on business objectives means that the Academy Team has become a core resource within the organisation.

SILVER AWARD

Media Zoo & Tesco



With a clear driver to provide career pathways, increase speed to competency and reduce time away from the shop floor, Tesco created a personal, in your pocket learning experience accessible across all areas of the Tesco estate (even at the edges). This video-based onboarding is changing mindsets and culture and is successful enough that existing staff members are requesting access.

BRONZE AWARD

CaixaBank



In response to a specific talent acquisition drive, CaixaBank attracted & onboarded 1,000 millennials in a highly competitive marketplace. They were able to do so with a blended, personal approach that reduced time to proficiency from 12 to 3 months. They also achieved stronger and earlier engagement and reduced staff turnover.

FINALISTS



Autodesk



Direct Line Group



Ford Otosan

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RIISING STAR AWARD

GOLD AWARD

Sarah Davies, Welsh Ambulance Services NHS Trust



Prior to moving into learning, Sarah spent 14 years working as an admin yet always looked for opportunities to learn something and do the job better. One of her noteworthy programmes is a culture change piece around compliance, which resulted in an uplift from 60% to 88% completions and for which she received an external mention from the Welsh Government. She has a strong work ethic, an abundance of curiosity and sees the potential in everything. She has implemented a 360 video room environment for operational staff to practice minute-taking in familiar environments with challenges that resemble their realities. She's also about to use VR/AR in an operating theatre context so that it's more engaging and impactful. She line manages 6 people and they in turn support 3000 people in the organisation. Sarah is not just a rising star but exemplifies a thoughtful and passionate learning professional who could hold their own against someone with far more experience than her.

SILVER AWARD

Michael Harcourt, Essential Site Skills



Michael is a shining example of a rising star, he is young and leads a team with incredibly high standards and passion. His innovation is slightly different to many of us because he never knows what's he's turning up to and therefore has to travel across the UK with a mobile training kit and adapt to every situation. To further compound matters, many of his audience are Eastern European so English isn't their first language and he has to adapt to that without knowing in advance. Michael's hands-on practical approach is absolutely necessary for his delivery, it's not just a different format that he has in his mix. He doesn't have the luxury of delivering in a training room, also given his tender age he encounters bias from many who have spent their career in the building industry. A true inspiration.

BRONZE AWARD

Bianca Balcanu, XMA



Bianca characterises her contributions to L&D as an "increase in NPS and a decrease in customer noise". The videos from her peers supporting her contributions were incredibly supportive, individuals citing that she changed their lives. What's worthy of note is that Bianca mentions that XMA didn't have a learning culture and she worked incredibly hard to bring this and a broader strategy of Talent Management to bear. When Bianca presents, it's evident that she enjoys the L&D world and wants to make a difference. A clear point of differentiation is that Bianca recognises the role of data and analytics to position L&D activities more credibly and suggests that will be the direction that her career will take which is marvellous for both her and the industry.

FINALISTS



Amy Chapman - Vanquis Bank



Burçak Yıldırım Orhan - Tezgaçhila



Lucy Bolton - DPG

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CONGRATULATIONS to all of the Finalists

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LEARNING PROFESSIONAL OF THE YEAR

GOLD AWARD

Claire Barron, Vodafone



Claire developed into a Learning Professional in retail having learnt the craft first on the shop floor. This means she really understands the world her customers operate in and what is needed to meet their needs. She has had to work with a large number of stakeholders, suppliers and users, clearly expressing her vision and thoughts to all these individuals. Working on a wide range of projects this year, her work is innovative and insightful. She lives the Vodafone Customer Care model of coaching, empathy and ownership.

SILVER AWARD

Tom Fowler, LV=



Tom has an infectious enthusiasm for his role. He is clearly respected by his team and his clients. He is able to demonstrate a depth of knowledge of his client business to achieve credible measurement criteria that show improved performance in the business and his team.

BRONZE AWARD

Dr. Hannah Gore, Solera Holdings



Hannah took on a daunting brief to create a multi-lingual blended Business School to meet the needs of a rapidly expanding organisation, providing development to staff in 44 European countries with provision for further expansion. Her deep theoretical knowledge of learning complements her professional expertise in creating content for diverse audiences and embedding a learning culture.

FINALISTS



Kishore Krishnan,
Cognizant Technology
Solutions



Leonard Houx, City
University



Marie Caliskan, Tesco





Congratulations to all
of tonight's winners.

(Sip sip hurray).



Big on quality

Lidl on price



LEARNING LEADER OF THE YEAR

GOLD AWARD

Loiza Tallon, XMA



Loiza is a shining example of what it means to be a Learning Leader. Credited by the CEO for enabling 20% growth of the organisation, it is clear that Loiza is respected in her organisation and by her team members. Loiza displayed evidence of differential levels of innovation and developed a genuine learning culture within her organisation. She also presented lots of evidence, both quantitative and qualitative, of the impact of her learning initiatives, transforming strategic thinking and leadership capability.

SILVER AWARD

Jaimie Stewart, D&D London



Jaimie gave a strong presentation, with lots of examples of transformation, including the implementation of a People app (including LMS). He also showed evidence of business impact on business performance and organisational culture, citing 45% of diploma participants who are now in management roles. Jaimie also demonstrated innovation and impact on the wider industry, for example sitting on a working group to look at the restaurant industries' reliance on migrant workers and the impact of Brexit.

BRONZE AWARD

David Bedlow, Mortgage Advice Bureau



David gave strong evidence of employer support – the National Sales Director attended his presentation and endorsed David's achievements and business impact. The judges also saw strong evidence from other senior stakeholders via video. David is credited with enabling a 20% growth of business through addressing talent shortages, creating a peer to peer learning culture and growing protection revenue by £29m as a result of training.

FINALISTS



Mandeep Kundi, BMJ



Mark Rainbow, Openreach



Nina Lord, Health Education and Training Institute - NSW Health

Still

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LEARNING PROVIDER OF THE YEAR

GOLD AWARD

Sponge



The judges were very impressed with all aspects of this submission. Sponge have clear business philosophy which shines through its interactions and solutions with customers and its approach to staff recruitment, management and development. They are not afraid to fail and learn within the team in order to identify the best solution for the client. Sponge work with clients to discover the real learning needs and are prepared to challenge to identify the best solution for the end user. This deep understanding ensures identification of appropriate impact measures. Sponge shared several impressive customer testimonials that demonstrated their approach, partnership and creative solutions.

SILVER AWARD

Media Zoo



Media Zoo have a design thinking approach that starts with the target audience. They have applied and refined agile building in their context to reduce product development time and increase innovation. By taking time to understand the clients' businesses and focusing on the end user they have great business impact results and highly satisfied customers.

BRONZE AWARD

APT Training and Consultancy



APT demonstrated their expertise as health care professionals and a deep understanding of their market that together ensured high quality and relevant learning programmes. APT has refined reaction and impact evaluation, plus performance support to focus on what really makes a difference to the individual, at work and to the sponsor.

FINALISTS



Alzheimer's Society



Essential Site Skills



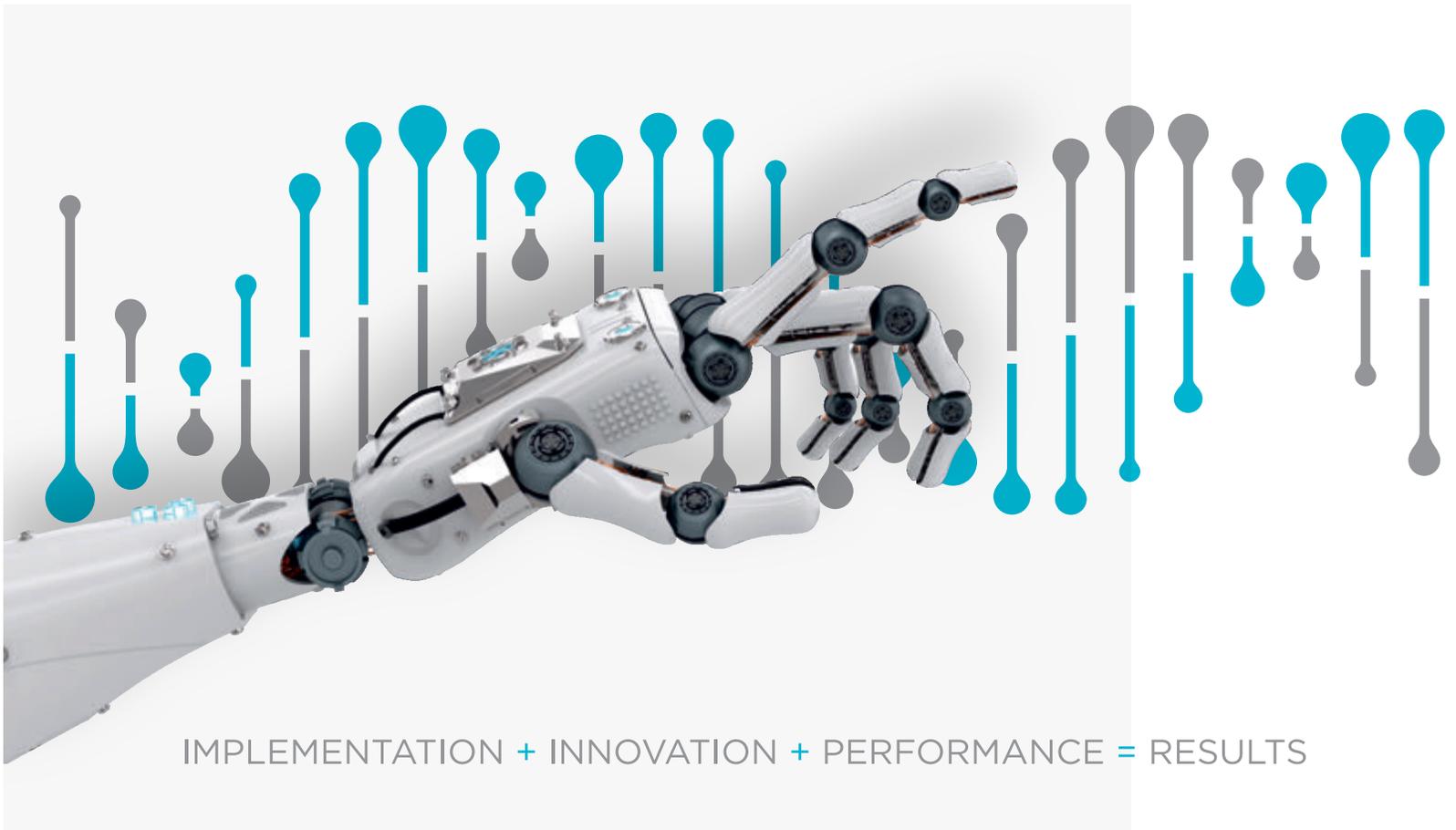
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LEARNING TEAM OF THE YEAR

GOLD AWARD

LVGIG



The Operational Training Team at LVGIG have proven the value in being brave, moving fast, and taking strategic risks in their delivery of an outstanding programme for a business undergoing the largest transformational programme in its history. Through a clear vision to create a 'digital first' mentality across the business, they have embraced new tools and engaged with new digital methods to develop robust systems that support the aims of a forward-thinking, progressive organisation. Credit must be given to the extremely positive and cohesive team whose collaborative spirit underpinned their ability to achieve their goals across multiple sites and locations.

SILVER AWARD

Mitchells & Butlers



The Mitchells & Butlers L&D team have excelled in creating highly effective, relevant, and sustainable training solutions that are driving the business forward to become pioneers of the hospitality sector. Their clear passion for improving skills and nurturing and retaining talent has delivered exceptional business results that are truly game-changing.

BRONZE AWARD

Openreach



Significant innovation, strong leadership, and scalable methodology is at the heart of the learning and development team's achievements at Openreach. Their bold commitment to improving skills across the organisation has enabled the development of industry-leading solutions that are supporting Britain's digital revolution and transforming business results in a challenging environment.

FINALISTS



Westcoast



Shakespeare Martineau



Yorkshire Building Society





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Conduent is delighted to sponsor the Learning & Performance Institute 2019 “Learning Team of the Year” award. Good luck to all the finalists.

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THE COLIN CORDER AWARD FOR OUTSTANDING SERVICES TO LEARNING



Josh Bersin

Josh Bersin is a world-known industry analyst and founder of Bersin by Deloitte, leading provider of research-based membership programs in human resources (HR), talent and learning.

Josh founded Bersin & Associates in 2001 to provide research and advisory services focused on corporate learning. He is a frequent speaker at industry events and a popular blogger. Prior to founding Bersin & Associates, Josh spent 25 years in product development, product management, marketing, and sales of e-learning and other enterprise technologies.

Josh's education includes a bachelor of science degree in engineering from Cornell, a master's of science degree in engineering from Stanford, and an MBA from the Haas School of Business at the University of California, Berkeley.

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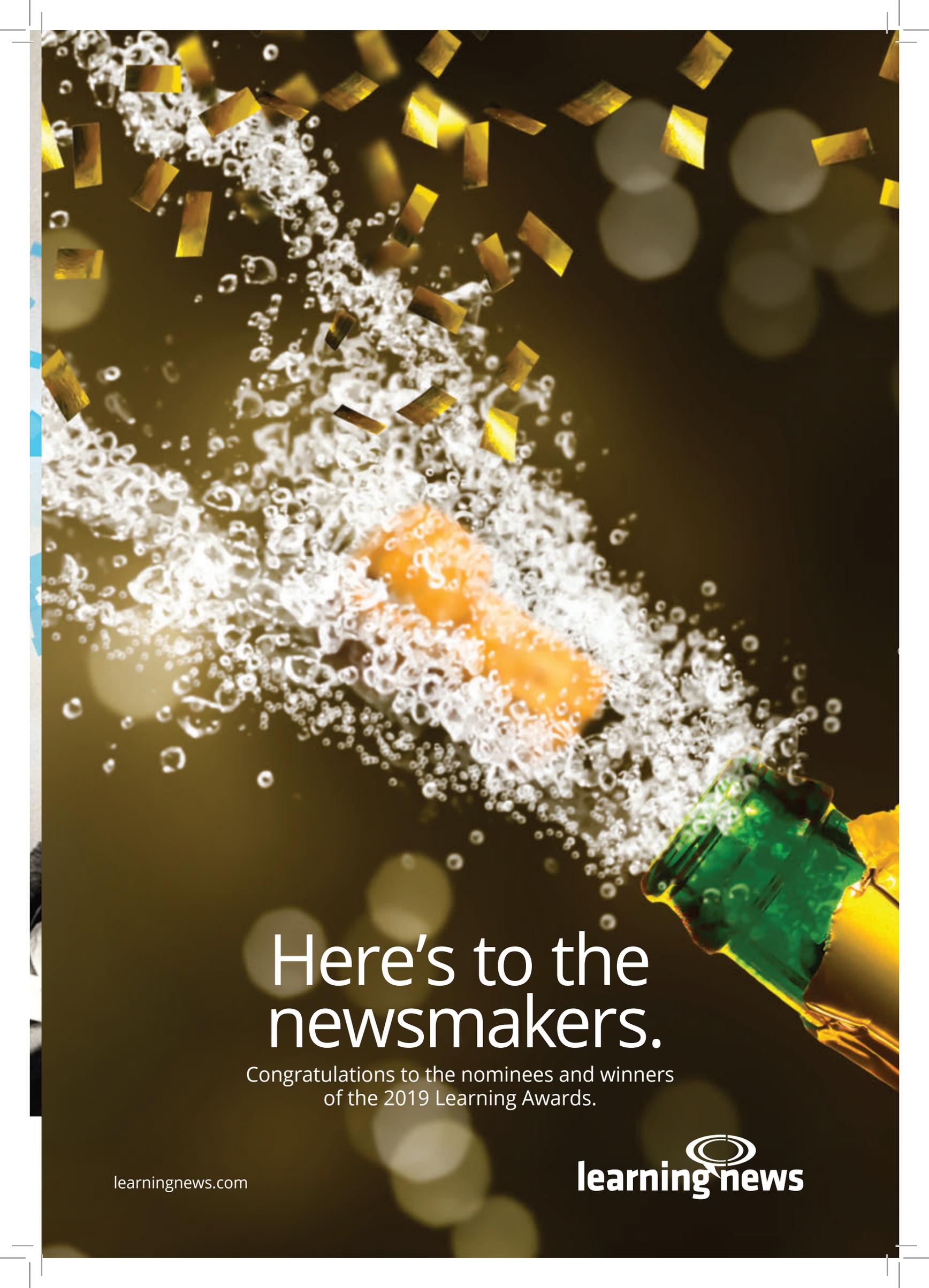
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Here's to the newsmakers.

Congratulations to the nominees and winners
of the 2019 Learning Awards.

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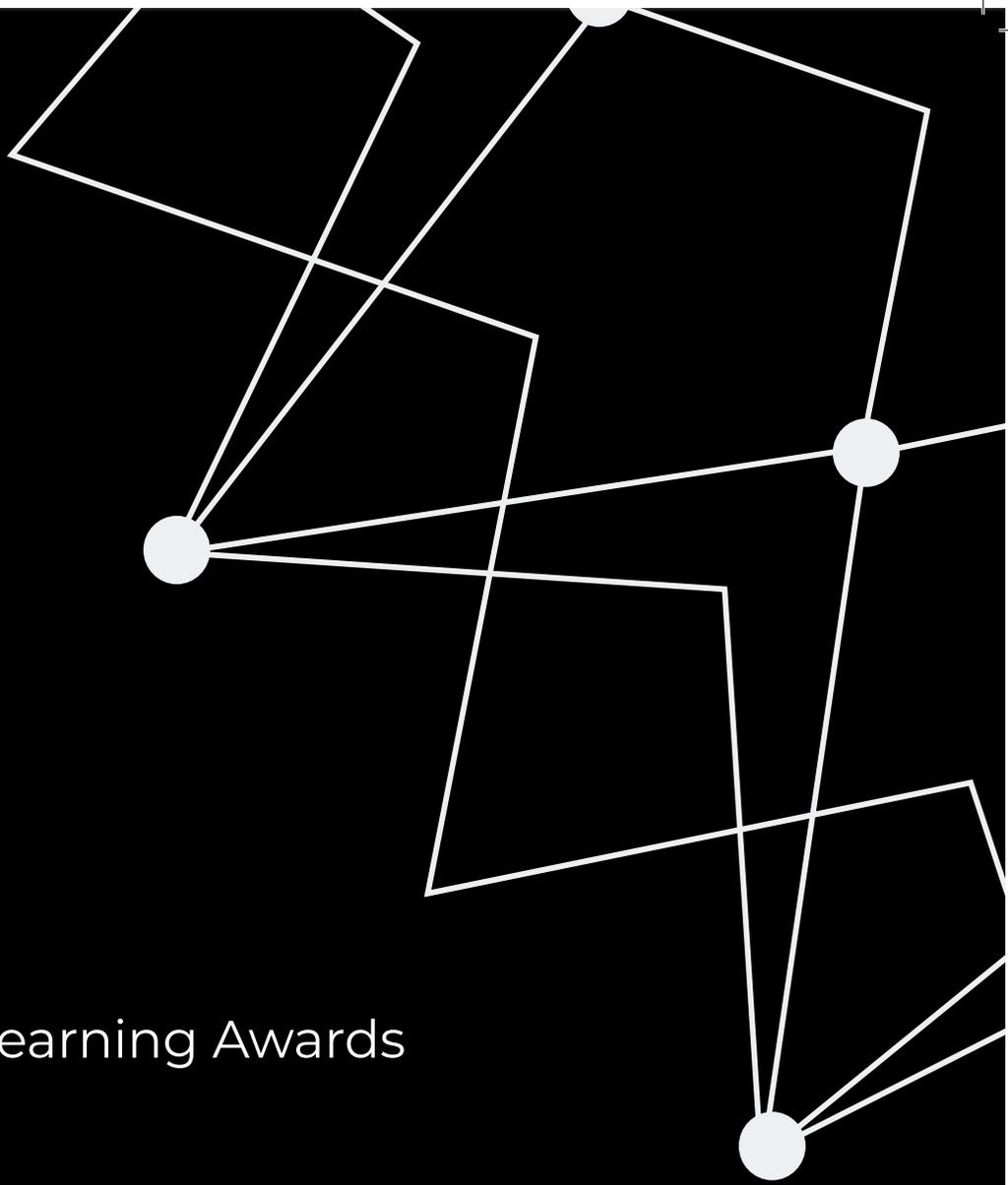


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