

PUTTING AN “i” IN LEARNING

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WIND

PERSONALIZED
LEARNING:
JUST ANOTHER
BUZZWORD?



Personalization...



promotes skill progression through “learning that sticks”



boosts learning engagement by making it relevant and personal



helps employees prepare for what’s next

“**Personalization** will revolutionize L&D by providing **customized learning experiences for every employee**, based on the challenges they face in their role, their career aspirations, and their personal preferences.”

Gartner

5G

DIGITAL

IoT

BIG DATA

AGILE

CLOUD

VoLTE



The Upskilling & Reskilling Imperative @ WIND

Our Approach

1

Creating personalized learning pathways

In WIND there is no “one size fits all”. We meticulously **design learning paths tailored to our people’s strengths & interests, their level of proficiency and current & future needs of their role.**

2

Respecting modern learners’ lifestyle

Considering how modern learners prefer to consume learning content, **we give them the control**, making learning available **anytime and from anywhere.**



Our Approach

3

Opting for engaging formats

Engaging formats, based on training content and learning styles, not only allow us to **maximize the impact of our learning and development initiatives** but also helps us **create a memorable learning experience for our people.**

4

Creating user-generated content

Relying on our **employees' technical expertise**, we **co-create learning initiatives for other employees**, promoting **internal knowledge exchange** at the same time.



Our Approach

5

Promoting social learning in the flow of work

Embedding **informal training** into everyday work tools, 'on the job' peer to peer interactions through a network of SMEs or even into discussions by the office coffee machine, offers **just-in-time access** to important information.

6

Encouraging employees to take ownership of their own learning

We create a **learning & performance ecosystem**, beyond the bounds of the work each employee must do. Employees are encouraged to take **ownership of their own learning** and we support them paving their learning paths, through providing certifications that count.





Overall, we aim to continuously enrich the way people experience their lives – not only our customers & society but our employees as well – enabling them, at the same time, to leave their footprint in this new, digital era.

thank you!

