

Oracle Corporation leverages KNOLSKAPE's **Talent Acceleration Program** to empower its employees to successfully lead the new model of business!

CHALLENGE

Oracle implemented several structural changes that led to portfolio restructuring. The employees, however, feared not being equipped for their new roles.

The organization sought to help employees accept and assimilate the change by highlighting its importance and instilling confidence among them.

SOLUTION

Knolskape's 4-month multi touchpoint offering called "Talent Acceleration Program"

The program focused on:

- > Inspiring and empowering employees
- > Developing competencies such as competitive edge, change agility, collaboration and design thinking.
- > Accelerating employee capabilities in the leadership and digital space.
- > Locations: Singapore, China, Australia, India
- > Designations: Sales Director, Sales Consultant, Business Analyst, Operations Manager
- > Departments: Sales, Pre-sales, Operations, Consulting

KNOLSKAPE's VALUE ADDITION

- > Pre and Post assessments to measure learning impact. Mobile bites for learning reinforcement. Classroom sessions for strong foundational learning.
- > Action learning projects to test the application of concepts.
- > Experiential, gamified technology platforms for safe, social and competitive learning.



ANUSHA VIJAYANAND
Director HR & Country HR Lead
(South Asia growing economies)

"It has been an engaging and fruitful experience working with KNOLSKAPE. I wholeheartedly endorse their technology capability and how they leverage it to create stellar learning experiences. The insights I have gotten from the analytics and reports KNOLSKAPE provides has shown the direct impact of the learning initiatives, and I love that the platform can be used anywhere and anytime with the built-in spirit of competitiveness."

IMPACT

Positive shift in employees' attitude and behavior.

COMPLETION RATE: 100%

NET PROMOTER SCORE: 8.95

42%

INCREASE IN LEARNING PERFORMANCE
(across Oracle competencies)

