



From learning to application: how a company adopted a workflow approach to enhance its training outcomes

Where they were

A mid-sized private sector company wanted to improve the effectiveness of its employee training programme. Previous learning initiatives resulted in poor learning transfer, and even when participants retained knowledge, they failed to apply it in their day-to-day work. The company needed an approach that would ensure employees not only learned new skills, but also consistently applied them. They needed a learning workflow platform (LWP).

What they wanted

Their traditional training model involved a one-off workshop with follow-up resources, but employees often struggled to integrate their learning into real work situations. Or, they did not even bother trying, as they didn't feel they had the opportunity to practice. The company needed a learning programme that facilitated ongoing support and engagement to reinforce learning and promote practical application.

Their solution

Supported by People Alchemy, the company designed a learning workflow that broke the training into smaller segments, each

with a wrapper to promote transfer. This included pre-workshop activities to set clear expectations, workshop sessions focused on practical application, and post-workshop reinforcement.

1. *Pre-workshop preparation:*

Participants were given access to brief self-paced learning resources and encouraged to reflect on how the content related to their job roles.

2. *Workshop implementation:*

The live workshops were interactive, allowing learners to practice skills in realistic scenarios. The emphasis was on discussion and active participation rather than passive listening.

3. *Post-workshop reinforcement:*

After the workshops, employees received follow-up tasks via the People Alchemy Learning Workflow Platform that prompted them to apply what they had learned in their work environment. This included peer discussions and manager check-ins to ensure accountability and continued development.

4. *Ongoing support:*

Learners could access additional resources through the People Alchemy platform, which provided guidance on overcoming challenges and reinforced key learning points.

5. *Measurement:*

Various measures were put in place using the platform to assess progress and success in reaching the behavioural goals of the programme.



Their results

Over time, employees showed marked improvements in their ability to integrate new skills into their work. The continuous nature of the workflow on the easy-to-use LWP meant that learning was not a one-time event but an ongoing process, leading to sustainable behaviour change. Managers reported noticeable improvements in productivity, problem solving, and collaboration among teams.

What they said

“Thanks to the People Alchemy platform, our training programmes now have a lasting impact. The structured workflow ensures our employees not only learn but also apply new skills effectively, leading to noticeable improvements in productivity. People Alchemy have been so supportive not only with the implementation of the software but also the creation of the pathway, ensuring we get the best out of the platform from the word go.” L&D Manager

Summary

By leveraging learning workflow design principles and the right learning technology, the company successfully enhanced learning transfer. Their development programme had a meaningful, lasting impact on employee performance. They are now looking at applying this approach to other training initiatives.

Your next steps →

This learning workflow approach and platform can be adapted for a wide range of development needs across various industries.

How can we support your organisational learning?

Contact us to find out more or to arrange a demo

 peoplealchemy.com/book-a-demo/

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