



Learning
Excellence
Awards

Winners Book 2023



Welcome



The Learning Excellence Awards have come a long way since, in the depths of Covid-19, we decided the time was right to launch a new set of business awards for the learning and development sector.

That level of interest first sparked in 2021 has been maintained and entries have increased to record numbers in this third year of the Learning Excellence Awards. Once again entry levels beat our every expectation, with a growing level of global interest, and have given us another short-list of Finalist companies of which we are very proud. Those Finalists have been celebrating today and applauding the Winners and Awards of Merit recipients. Our thanks go to all entrants for supporting the Awards.

The judges scrutinised the record number of entries and awarded their marks. Category Winners and Awards of Merit were announced along with the prestigious Gold awards to St James's Place, Anglo American Technical Academy, Nice Media, Capella Associates and SThree. There were also three Gold Awards of Merit presented. Our thanks go to the judges for their sterling work.

The growing presence of the Awards is also attracting the attention of important sponsors. Alchemist signed up as Headline Sponsor and PeopleUnboxed became a category sponsor, both giving eager support to The Awards and gaining our thanks.

Now, the 2024 Awards are already coming into view. These open for entries on June 1 and, before then, we will again review the categories with judges and past entrants to see whether we can improve the category list further. The closing date for entries is October 31 and the Awards dinner and ceremony is scheduled for March 21, 2024 though the venue has yet to be decided.

Helen Warrilow
commercial director

Headline
sponsor



Sponsor



People**Unboxed**

Contents

6 Judges

Outstanding Achievement Categories

- 9 Outstanding Innovation
– *sponsored by Alchemist*
- 10 Outstanding Course or Initiative
– *sponsored by Alchemist*
- 11 Outstanding In-house Team
– *sponsored by Alchemist*
- 13 Outstanding In-house Training Initiative
– *sponsored by PeopleUnboxed*
- 14 Outstanding External Provider

Sector Categories

- 15 Construction and Associated Trades, Agriculture and Horticulture
Environment and Sustainability
- 16 Digital
Education
- 17 Financial and Professional Services
Supply Chain
- 18 Health, Medical, Pharma and Care
Manufacturing
- 19 Public Services and Utilities
Retail, Hospitality, Sport and Leisure

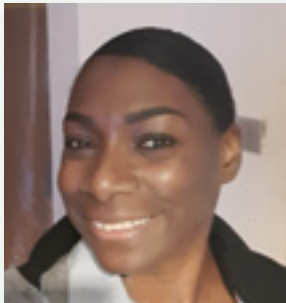
New Thinking and Innovation Categories

- 20** Design, Content Creation and Video
- 21** New Course or Training Initiative
- 22** Digital Learning or E-Learning
- 23** LMS and Learning Process
 - Mobile Learning
- 24** Learning Tools and Technology
 - Sustainability
- 25** Response to Covid-19

Function Categories

- 26** Customer Service
 - Technical or Engineering Training
- 27** Facilities Management
 - Health, Safety and Risk
- 28** HR and Talent
 - Management and Leadership
- 29** Marketing and Sales
 - Product, or Process Training

Judges



Lillian Alexander
managing director,
UK Learning Station



Ian Ashcroft
executive director,
Ashway Associates



Claire Black
senior leader, culture and
learning, believe housing



Leon Boland
director, Davies Group
(Learning Experiences)



Kate Large
director of learning &
development, Mitie



Tony Manwani
director, PeopleUnboxed



Peter Ryding
CEO, VIC



Matthew Smith
director, Griffin and Bell



Donna Burton-Wilcock
CEO, Otmoor Associates



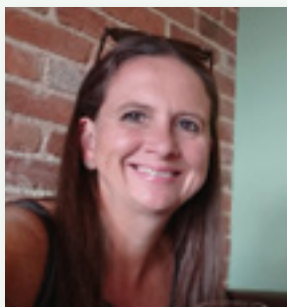
Mark Dawe
CEO, The Skills Network



Harry Kelly
director – UK chemistry
recruitment and talent
development, GSK



Ross Trigwell
director, The Learning &
Development Company



Rebecca West
director, 10SixtySix
Learning Consultancy

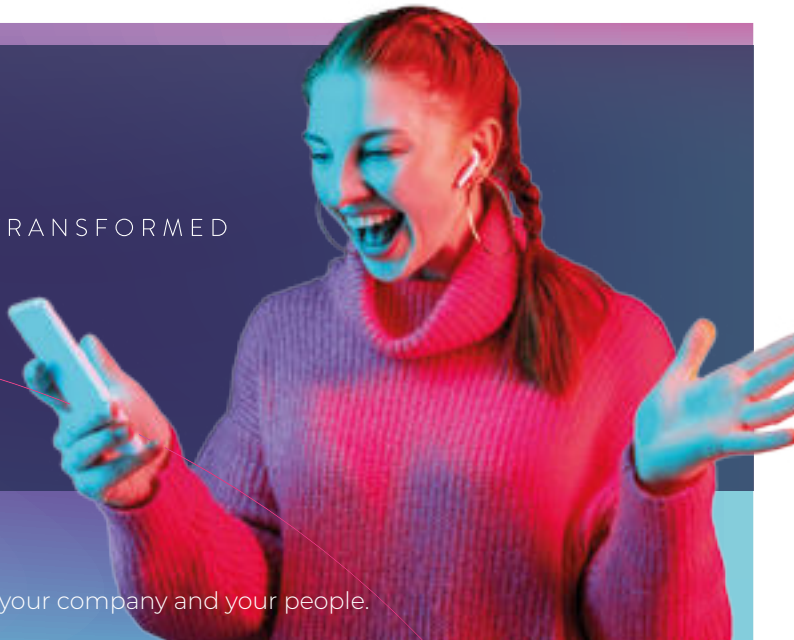


Ian Whitehead
independent consultant



ALCHEMIST®

LEARNING TRANSFORMED



WHAT WE DO

We build learning experiences that are deeply personal to your company and your people.

SECTORS WE SUPPORT

MEDIA & TELECOMS

FMCG & RETAIL

OIL & GAS

ENERGY & UTILITIES

PROFESSIONAL SERVICES

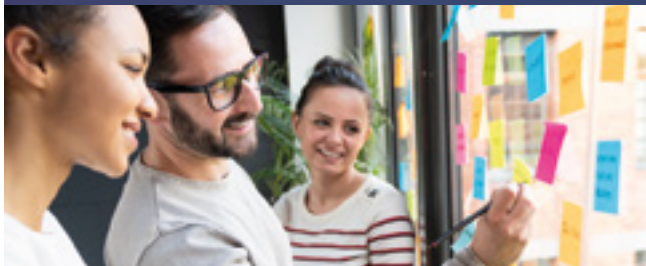
STEM

BANKING & FINANCIAL

AEROSPACE & DEFENCE

HOW WE DELIVER

Our delivery tools help us create the ultimate blended learning solution to give your people a seamless learning experience.



Tools to best assess the needs of the organisation, team and person



DIAGNOSTICS



INTERACTIVE

Hands on development activities



IMMERSIVE

Simulated reality for transformational change



EXPERIENTIAL

Skills through practising and reflecting

EXPERIENTIAL LEARNING

When creating programmes together, there are a range of approaches and techniques that are made available, each with their own value and strength according to the population and experience specific objectives. **These include:**

SIMULATED EXPERIENCE | **FORUM THEATRE** | **HOT SEATING** | **FORENSIC FEEDBACK**

VIRTUAL REALITY | **AUGMENTED REALITY** | **GAMIFICATION**

DIGITAL & VIRTUAL LEARNING

Finding the most enriching ways to bring our learning to life is very important to us, so from virtual reality simulations to our learning and coaching apps, we have a digital delivery for the latest learning requirements.



SPEAK TO AN ALCHEMIST



Brandon **Van Blerk**

HEAD OF GROWTH

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Email: brandonvb@thisisalchemist.com

THISISALCHEMIST.COM

Outstanding Innovation

Gold Winner

Capella Associates

In October 2021, Capella initiated a project to look at improving their management data. This was driven by a third-party Ofsted-preparation audit, which identified an opportunity to improve the quality of data provided to Capella's Advisory Board for them to conduct their work effectively.

The overall aim of the project was to find an efficient and robust way of extracting data from multiple spreadsheets and the learner onboarding system, to produce management reports and enable deeper analysis for improvement activities. The objectives were to ensure data was accurate and timely, could be extracted efficiently, and enable decisions to be made with confidence.



Award of Merit

Attensi with Boehringer Ingelheim

'The Expedition App' is a bespoke learning solution created by Attensi and pharmaceutical company Boehringer Ingelheim. The programme ensures that its users remain at the forefront of scientific knowledge, breakthroughs and the latest additions to the company's product portfolio. The mobile-friendly application is populated with minigames and solution tests to assess the user's knowledge and hone objection handling skills through simulated dialogues with theoretical customers. As of January 2022, employees repeated the training six times on average, and 95% said that they liked it. Data showed that 90% of the knowledge gap was closed between the first and best playthrough.



Sponsored by



Outstanding Course or Initiative

Winner

SThree

SThree is the world's largest STEM recruiter and Elements is their new induction programme, which has transformed the SThree new starter experience, delivering immediate business impact, setting the standard for onboarding excellence.

It is designed and arranged to be clear, simple, available and engaging for all learners, regardless of role, language, or location. A personalised periodic table of learning, gives a clear path to competency and content is available on any device, through a blend of learning, supported by coaching and mentoring from SThree's L&D consultants.

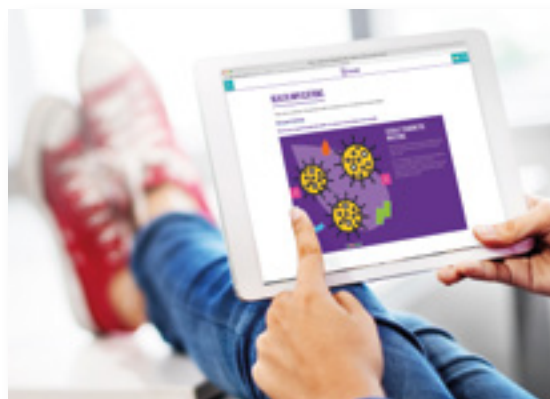
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H Hydrogen	Na Sodium	Pp Potassium	Oss Oxygen	W Water	Rb Rubidium	Scs Sulfur		
Ks Potassium	Ri Radium	Pb Lead	It Iodine	Se Selenium	Li Lithium	Pg Platinum	Sb Antimony	Jb Jodine
Eng Energy	Hr Hydrogen	Md Mendelevium	Mg Magnesium	Bb Boron	Wc Wolfram	Cq Cadmium	Scs Sulfur	Lg Lithium
Dei Deuterium	Po Polonium	Me Mendelevium	S Sulfur	B Boron	N Nitrogen	Cm Cadmium	Rt Radium	Is Iodine
Hm Hydrogen	C Carbon	Pr Praseodymium	X Xenon	Lin Lithium	Ub Uranium	Im Iridium	Msc Manganese	Cln Chlorine
		Fp Fermium			Fs Fermium	Css Cadmium	It1 Iodine	It2 Iodine
								It3 Iodine
								It4 Iodine

Award of Merit

Onclick

'Consent' is a bespoke e-learning course for sexual health and wellbeing charity, Brook. Custom built in Adapt for a fully branded, highly interactive and mobile responsive solution, featuring animated scenarios and downloadable guides and resources to be used in the classroom.

In response to a huge demand for increasing awareness in this field, 'Consent' aims to equip young people to have more safe, ethical and enjoyable sexual experiences.



Finalists

- Corndel & Bupa
- DAZN
- PeopleUnboxed
- The Happy Consultancy Group
- Victoria's Secret with Ocasta
- VINCI Facilities with Open Road Learning

Sponsored by

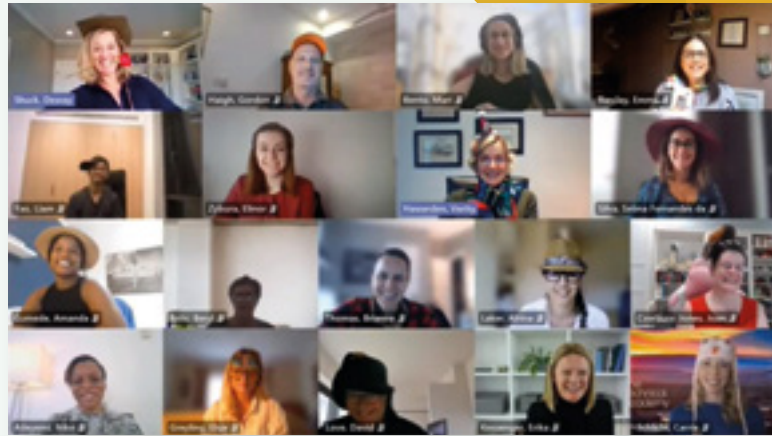


Outstanding In-house Team

Winner

Anglo American Technical Academy Team

Technical training within a vast global mining organization isn't just complex, it's mission critical. 2021 saw the Anglo American Technical Academy (est.2019) come of age after being set up to function like an entrepreneurial start-up within a 105-year-old business. Despite employee scepticism, the team delivered on an exceptional scale. Engaging with a complex network of stakeholders, they rapidly developed courses, with strong take-up and learner satisfaction. An externally conducted audit demonstrated a step change in the learning culture, and a learning impact evaluation quantified the substantial safety and performance impact the academy and its team achieved– despite the challenging remit.



Award of Merit

PwC

The Capability and Development (C&D) team (aka 'The Academy at Operate' (AaO)), a team of 39 learning professionals, are critical to the growth and performance of PwC UK's fastest growing business unit, 'Operate'. C&D's overarching role is to build knowledge and skills required within Operate to deliver quality, excellence and value to our clients whilst enabling Operate's growth ambition. The work C&D does aligns with PwC's purpose, "to build trust in society and solve important problems". PwC invests in the development of their people who are at the heart of making a difference for businesses and communities.



Finalists

- Ignition
- LEO Academy Trust
- LEO Multi Academy Trust
- Saif Bin Zayed Academy for Police and Security Sciences
- Templar Advisors

Sponsored by



- ✓ Bite-sized microlearning
- ✓ Spaced repetition algorithm
- ✓ Gamification and reward psychology
- ✓ Built-in and curatable content
- ✓ Full reporting suite



Introducing the latest in holistic learning technology.
The #1 must have for your L&D toolkit.

Outstanding In-house Training Initiative

Winner

St James's Place

St James's Place, one of the UK's leading wealth management companies, has unleashed a pioneering immersive virtual reality technology initiative, transforming their Financial Adviser Academy programme to more effectively meet the needs of the next generation of Financial Advisers and clients. Accessible, inclusive and on-demand immersive learning allows trainee advisers to interact with virtual clients, dramatically reducing the time to achieve Competent Adviser Status from 5 to 2 years, doubling new joiners from 200 to 400+ and boosting learner engagement from 63% benchmark NPS to 83%. Outstanding long-term impact on attracting and retaining a new generation, with far-reaching business benefits.



Finalists

PwC

SThree

Templar Advisors

Sponsor



People**Unboxed**

Outstanding External Provider

Winner

Nice Media

Nice Media, Health Education England, North West Ambulance Service NHS Trust, South Central Ambulance Service and NHS Foundation Trust, supported by Association of Ambulance Chief Executives joined to create an unprecedented suite of learning to improve mental health awareness amongst ambulance staff nationally. This included a bespoke drama series, a one-day in-person conference with multiple parallel live streams to virtual audiences, recorded assets for online distribution to wider ambulance audiences service staff in the longer-term, and a live / recorded theatre production about eating disorders.



Finalists

- Attensi
- Omniplex Learning
- Onclick
- PeopleUnboxed
- Sponge
- VINCI Facilities and Open Road Learning

Construction and Associated Trades, Agriculture and Horticulture

Winner

VINCI Facilities with Open Road Learning

Building Solutions (the specialist building and refurbishment arm of VINCI Facilities) provides a wide range of construction works including refurbishments, new builds, fit outs, heritage restorations and more. Through collaboration with Open Road Learning, the company has created and rolled out Empower – a new leadership behavioural programme that’s accredited by The Institute of Leadership and Management. Empower has enabled positive leadership behaviours to be embedded across the whole business, which has, in turn, led to a range of new business improvement initiatives being identified. The programme is nurturing leadership skills today that will sustain VINCI Facilities’ success tomorrow.



Finalist

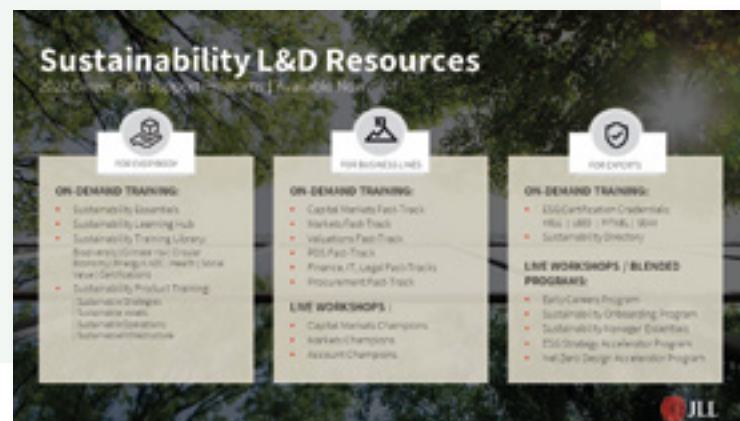
- Mott MacDonald

Environment and Sustainability

Winner

Jones Lang Lasalle

JLL's Global Sustainability L&D team was formed in 2022. The team's purpose is to create and deliver sustainability-centred learning for all 100,000 employees across the globe and JLL clients. In addition to engaging externally through client education and upskilling advanced sustainability professionals, the team's primary mandate for the year was to support early-career new hire cohorts with onboarding programming and develop sustainability competency across traditional business lines. Despite training being optional, sustainability L&D programming has broken engagement records and driven remarkable metrics through an innovative, practical and technology-driven approach.



Finalist

- Mott MacDonald

Digital

Winner

Sponge

Young people are growing up in an increasingly digital world, exposing them to both the opportunities and risks of the internet. 'CyberSprinters', a game created by Sponge for the National Cyber Security Centre (NCSC), empowers them to make smart decisions about staying secure online.



Finalists

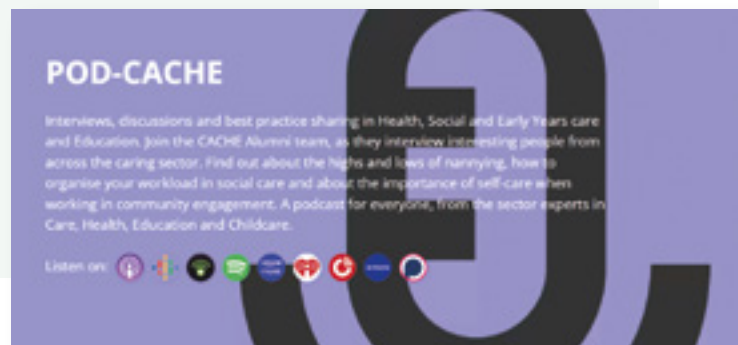
- Corndel & Bupa
- Learning Nexus
- Templar Advisors
- Upside Learning Solutions

Education

Winner

NCFE

POD-CACHE is a podcast full of best practice and professional conversation. Aimed at social care practitioners, Early Years Educators and those working with patients, POD-CACHE aims to educate, entertain and keep practitioners engaged with conversational learning. Now with thousands of listeners, POD-CACHE is continuing to grow, change and adapt and has given NCFE the opportunity to introduce their audience to careers across the sector, enabling people to move from one part of 'the caring sector' to another and has helped break down barriers between professionals and introduce new people to a wider offer of support.



Finalists

- Compro Technologies
- LEO Multi Academy Trust
- Opening Doors with Intellek
- Paragon Skills
- Saif Bin Zayed Academy for Police and Security Sciences
- Templar Advisors

Financial and Professional Services

Winner

PeopleUnboxed

As a rapidly expanding company, with staff numbers tripling during 2022, Mactavish wanted to ensure a consistent level of service for their clients and create committed and inspirational leaders. With no existing training programme in place, PeopleUnboxed were asked to support the development of both leaders and employees of the business. A bespoke recommendation was made, based on organisational outlook, future goals and perceived opportunities. This started with a solid foundation built on five key touch points, that has resulted in a real behavioural change, with an increase in confidence and competence levels.



Finalists

- PwC
- St James's Place
- SThree
- Templar Advisors

Supply Chain

Winner

The Happy Consultancy Group

Certified Wira Foundation module is an inspiring one-and-a-half day learning and engagement programme to get 15,500 POS Malaysia employees emotionally connected, aligned and behind the company's transformation journey. Creating highly motivated, engaged and safe employees will deliver great service quality and delight the customer, which in turn will allow the business to thrive and deliver on its purpose: "being passionate about building trust to connect lives and businesses for a better tomorrow".



Health, Medical, Pharma and Care

Winner

Paragon Skills

Paragon Skills delivers quality apprenticeship training within the care sector. Their achievement rate is 73.9% compared to the national average of 58.4%. Learners rate Paragon's teaching and learning support as 'Excellent' in over 84% of sessions. Learners make strong links between 'classroom' learning and their job role. Paragon's Personal Tutors build relationships with learners, providing effective pastoral support to enable them to flourish. With an EPA pass rate of 99% with 65% of those achieving a merit or distinction, Paragon's 98% employer satisfaction rate (ratemyapprenticeship.com) drives repeat business, especially within their top 30 clients where the retention rate is 97%.



Finalists

- Corndel & Bupa
- MAAS Marketing

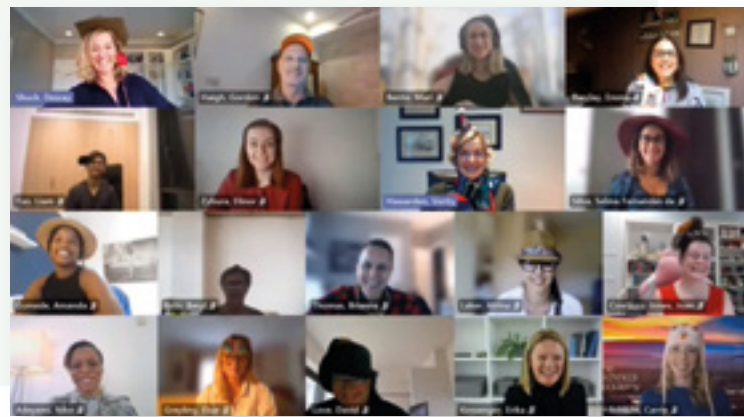
Manufacturing

Winner

Anglo American Technical Academy Team

2021 saw the Anglo American Technical Academy come of age after being set up in 2019 to function like an entrepreneurial start-up within a 105-year-old business. Despite employee scepticism, the team delivered on an exceptional scale.

Engaging with a complex network of stakeholders, they rapidly developed courses, with strong take-up and learner satisfaction and an externally conducted audit demonstrated a step change in the learning culture, while a learning impact evaluation quantified the substantial safety and performance impact the academy and its team achieved.



Finalist

- Alchemist

Public Services and Utilities

Winner

Nice Media

Comprising a bespoke drama series, a one-day in-person conference with multiple parallel live streams to virtual audiences, recorded assets for online distribution to wider ambulance audiences service staff in the longer-term, and a live / recorded theatre production about eating disorders, Nice Media joined with relevant stakeholders to create an unprecedented suite of learning to improve mental health awareness amongst ambulance staff nationally.



Finalists

- Alchemist
- The Edge Picture Company

Retail, Hospitality, Sport and Leisure

Winner

Lifetime Training with Mitchells and Butlers

M&B's apprentices benefit from tailored, innovative, supportive learning - above the basic requirements of apprenticeships. Working with Lifetime Training and other training providers, M&B offers a sector-leading breadth of opportunities for apprentices through recruitment and upskilling at every level.

All apprentices benefit from unrivalled support, extensive benefits, off-job masterclasses for commercial skills, an adapted approach for non-English natives, tailored learning plans and additional training incentives.



Finalists

- Alchemist
- LEO Academy Trust
- PeopleUnboxed
- Sponge

Design, Content Creation and Video

Winner

The Edge Picture Company for Network Rail

This new learning course is helping change attitudes towards and removing barriers for disabled passengers and Network Rail colleagues across the UK.

The Edge Picture Company worked closely with disabled clients to shape its design, casting disabled actors to produce a piece of learning that was true to the lived experience of disabled passengers and work colleagues.

Innovative use of video helps the course engage the learner effectively, helping them challenge their own preconceptions and behaviour and the course's design and content make it feel human and relevant, delivering a direct emotional impact on learners that ensures key objectives stick in a lasting way.



Award of Merit

Onclick

Part of a suite of freely accessible digital resources, available via Brook Learn, Onclick's "Consent" course is designed to support professionals working with young people to confidently deliver engaging sex and relationships education.

In response to a huge demand for increasing awareness in this field, 'Consent' aims to equip young people to have more safe, ethical and enjoyable sexual experiences.



Finalists

- Templar Advisors
- Upside Learning Solutions

New Course or Training Initiative

Winner

SThree

SThree is the world's largest STEM recruiter and Elements is their new transformational induction programme. Designed and arranged to be to be clear, simple, available, and engaging for all learners regardless of role, language, or location. The personalised periodic table of learning gives a clear path to competency with content is available on any device.

Through a blend of learning, supported by coaching and mentoring from SThere's L&D consultants the aim is to increase performance, maximise employee engagement, retention and revenues.

	Li Lithium Group 1, Period 2																	Na Sodium Group 1, Period 3																																	
H Hydrogen Group 1, Period 1	Vsp Valence Shell Electrons in Partially Filled Subshells	Pp Periodic Properties	Oam Outermost Atomic Moieties	W Wigner-Seitz Cell	Rb Rubidium Group 1, Period 5	Sca Scandium Group 3, Period 4																																													
Ks Klein-Sternberg	Ks Klein-Sternberg	Pb Periodic Properties	It Inner Transition Metals	Sm Samarium Group 2, Period 6	Ls Lanthanum Group 3, Period 6	Pg Platinum Group 10, Period 6																	Sb Antimony Group 15, Period 5	Bi Bismuth Group 15, Period 6	Pc Periodic Properties																										
Eng Engel	Hr Hr	Md Mendeleev	Mip Mendeleev	Bb Boron	Wc Wigner-Seitz Cell	Cq Coulomb	Scs Scandium	Lg Lanthanum	Js Jensen	Ip Innermost Atomic Moieties	Ocm Outermost Atomic Moieties	Ec Engel																																							
Del Dele	Po Polonium	Mo Mendeleev	S Sulfur	B Boron	N Nitrogen	Cm Curium	Rf Rutherfordium	Rt Rutherfordium	Is Iodine	Pp Periodic Properties	D Deuterium	Ff Fermi																																							
Hm Hume-Rothery	C Carbon	Pv Periodic Properties	X Xenon	Lin Lanthanum	Ub Uranium	Im Iridium	Msc Mendeleev	Cim Curium	Wj Wigner-Seitz Cell	Nin Nobelium	R Radium	Ppp Periodic Properties																																							
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Award of Merit

GoTo

GoTo's Sales Onboarding Bootcamp is a global two-week blended learning program designed to give participants the product, skills, systems, and process training they need to function effectively and efficiently in their roles immediately after onboarding. The program reduced speed to ramp time (taking the program from 90 days to two weeks), reduced program costs by \$500,000 per year and increased individual performance. Through automation, personalized scheduling, and sales-centred focus, new GoTo employees are immersed in the culture of collaboration and drive, transitioning into their roles and prepared to meet or exceed their goals.



Finalists

- Assicurazioni Generali SpA
- Checkout.com
- Mott MacDonald
- Omniplex Learning
- Onclick
- Templar Advisors
- The Edge Picture Company
- Upside Learning Solutions

Digital Learning or E-learning

Winner

St James's Place

St James's Place, one of the UK's leading wealth management companies, has unleashed a pioneering immersive virtual reality technology initiative, transforming our Financial Adviser Academy programme to more effectively meet the needs of the next generation of Financial Advisers and clients. Accessible, inclusive and on-demand immersive learning allows trainee advisers to interact with virtual clients, dramatically reducing the time to achieve Competent Adviser Status from 5 to 2 years, doubling new joiners from 200 to 400+ and boosting learner engagement from 63% benchmark NPS to 83%. Outstanding long-term impact on attracting and retaining a new generation, with far-reaching business benefits.



Finalists

- Attensi
- CYPHER LEARNING
- DAZN
- Ignition
- NetSupport
- Onclick
- Opening Doors with Intellek
- PeopleUnboxed
- Sponge
- Team Satchel
- Templar Advisors
- The Edge Picture Company
- Upside Learning Solutions

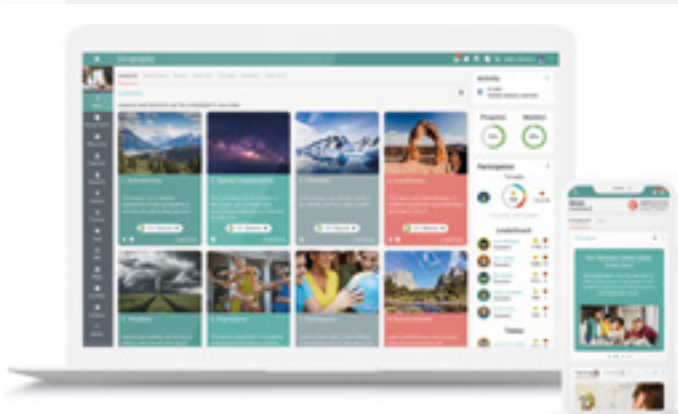
LMS and Learning Process

Winner

Cypher Learning

NEO LMS is an award-winning learning platform that makes it easy to create, deliver and sell online classes. Teachers engage students using powerful features like automation, gamification, and personalized learning while providing a seamless learning experience with custom recommendations.

After implementing NEO, De la Salle University was able to create engaging classes while maintaining a tie-knit community of students and teachers. Education is more efficient no matter where students take classes, and teachers' work has improved considerably. NEO provides all the tools educators need to create enjoyable classes for their students and promote lifelong learning.



Finalists

- Opening Doors in partnership with Intellek
- Templar Advisors

Mobile Learning

Winner

Sponge for NCSC

'CyberSprinters' - a game created by Sponge for the National Cyber Security Centre (NCSC) - empowers them to make smart decisions about staying secure online. Prior to investing in the game, the NCSC had no way of reaching 7-12 year olds – a potentially vulnerable group. Today, it has a powerful resource that has reached thousands of children across the UK, is easily accessible online and is fun and informative. The CyberSprinters brand has become a platform to launch other resources, including a suite of practitioner and home-led activities such as puzzles, presentations, leaderboards, and adventure stories.



Finalist

- NCFE

Learning Tools and Technology

Winner

Saif Bin Zayed Academy for Police and Security Sciences

The Virtual Training Center at the Saif Bin Zayed Academy for Police and Security Sciences is a cutting-edge virtual training provider. It has creative, passionate, and vibrant teams working together leveraging the latest technologies to effectively design, develop and deliver training programmes through distance learning and virtual reality and augmented reality-based simulation scenarios, to all ranks of the Abu Dhabi Police and citizens of the emirate. VTC aims to fulfill the goals and visions of Abu Dhabi Police as an organization that serves the people of the emirate and aids the overall growth and safety of the United Arab Emirates.



Finalists

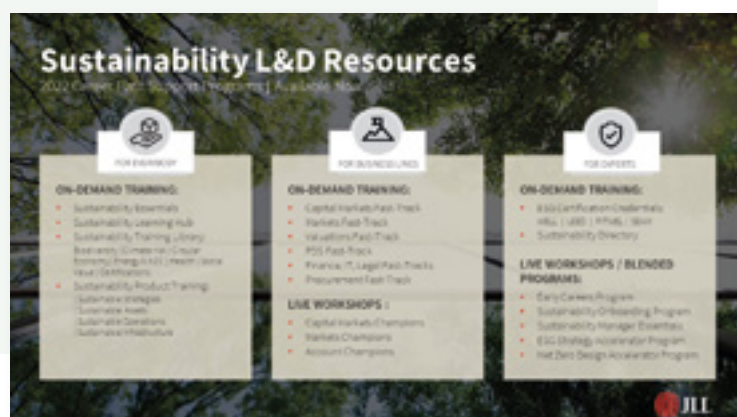
- Boehringer Ingelheim and Attensi
- Sponge
- Templar Advisors

Sustainability

Winner

Jones Lang Lasalle

Jones Lang Lasalle's purpose is to Shape The Future Of Real Estate For A Better World. Real estate is a key driver of emissions, resource and land use; as a global real estate company, JLL has an inherent responsibility to drive sustainability and corporate social responsibility – for themselves and their clients. To define this mission and ensure meaningful action, JLL set ambitious, industry-leading sustainability targets. To support these ambitions, executives invested in a new Sustainability L&D team in 2022. Their mandate is to develop individual and organizational sustainability capabilities and engage externally through client education



Finalist

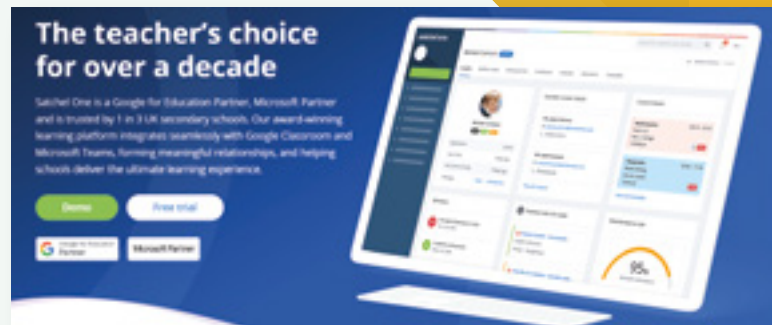
- Capella Associates

Response to Covid-19

Winner

Team Satchel

When the pandemic hit, schools suddenly had to navigate the world of remote learning - something that many of them were unable to facilitate. Team Satchel's mission was to make online and distance learning simple, effective and inclusive for teachers, students and parents. That's why Team Satchel offered their homework app, Show My Homework, to any school that needed it, completely free for three months. This included set-up, remote training, mobile apps and full access to the Support Team. The positive response was overwhelming and the innovative developments that Team Satchel made in that period are still in effect today.



Award of Merit

Sponge for Travelodge

Travelodge is the UK's largest independent hotel brand, with more than 590 hotels and 40,000 guest bedrooms across the UK, Ireland, and Spain. Starting in 2020, the organisation partnered with Sponge to update its compliance training. Key to this was the use of data analytics to provide real-time information, automate previously manual processes, and ensure compliance across a highly mobile workforce. Over 250,000 modules have been accessed and completion rates have risen from 70% to 91%, with 100% of all mandatory modules being completed within expected timeframes. In short, Sponge has supported Travelodge's post-pandemic growth with a data-driven learning strategy.



Finalists

- Lifetime Training for Mitchells and Butlers
- Templar Advisors

Customer Service

Winner

PeopleUnboxed

Described by the McDonald's project lead as "one of the most successful deployments ever" with "customer transactions per day surpassing that seen in other markets". The Digital Gurus webinar programme, that supported the national launch of 'MyMcDonald's Rewards', has been a successful demonstration of how to upskill employees to lead the way internally. This programme ultimately drove digital adoption, built brand trust and helped create lifetime customer loyalty.



Finalist

- Victoria's Secret with Ocasta

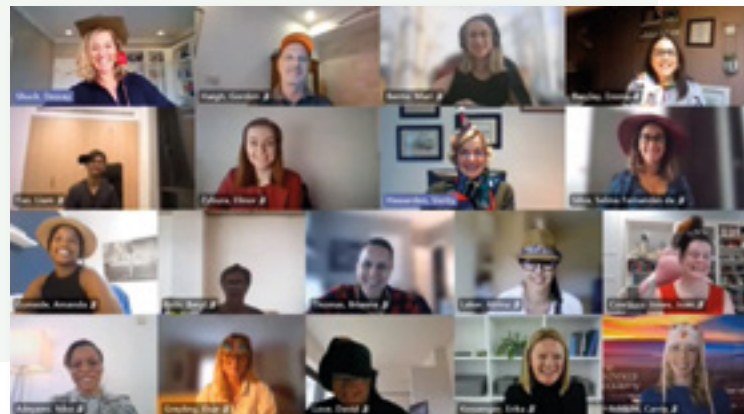
Technical or Engineering Training

Winner

Anglo American Technical Academy Team

Engaging with a complex network of stakeholders, 2021 saw the Anglo American Technical Academy come of age after being set up to function like an entrepreneurial start-up within a 105-year-old business. Despite employee scepticism, the team delivered on an exceptional scale.

An externally conducted audit demonstrated a step change in the learning culture, and a learning impact evaluation quantified the substantial safety and performance impact the academy and its team achieved— despite the challenging remit.



Facilities Management

Winner

VINCI Facilities with Open Road Learning

VINCI Facilities is a leader in the delivery of facilities management services for clients across the UK. To enhance the leadership skills of its entire workforce and empower them to drive business change, VINCI Facilities has created Empower – a best practice leadership behavioural programme. This innovative programme was developed from within by the people who know VINCI Facilities’ business best – its senior leaders. Co-delivered by its leaders and Open Road Learning (a specialist L&D training consultancy), Empower is embedding positive leadership behaviours to staff of all seniorities across VINCI Facilities’ entire operation.



Finalist

- PeopleUnboxed

Health, Safety and Risk

Winner

Sponge

It was vital that the ‘CyberSprinters’ game taught 7-12 year olds key learning messages like using and managing passwords, protecting devices, and recognising suspicious messages. Multiple questions were succinctly written to address these topics, popping up during play and earning the player a powerup. Encountering bigger cyber threats – trojans, hackers, and clones - launches a mini-game which deepens awareness of the risks and restores energy to continue playing. The game is unique through its combination of appealing design, embedded learning interactions and breadth of access.



Award of Merit

Upside Learning Solutions

Qatar Airways partnered with Upside Learning to create a learning program on mental health awareness. Its purpose was to help learners identify signs and symptoms of poor mental health, debunk myths, and think about their own mental health. The content in the program was driven by a story-based approach. It included five personas, each with a different back story, mental health triggers and challenges, and a set of recommended actions to improve their mental health, including applying preventive and coping strategies, practicing self-care, and seeking professional treatment. It also included videos featuring mental health professionals to present authentic medical advice.

Finalist

- LEO Academy Trust

Management and Leadership

Winner

VINCI Facilities with Open Road Learning

The leadership team at VINCI Facilities have contributed more than 300 hours to develop Empower – a new leadership behavioural programme designed to nurture leadership skills throughout the company’s workforce. Utilising their 260 years of collective experience, the leadership team crafted the high-level content and recruited Open Road Learning to transform the vision into a high-quality programme of delivery. The resulting programme has been delivered to more than 250 of VINCI Facilities’ management team, from line managers to supervisors, senior managers and directors. The new leadership behaviours are delivering measurable impact to learners, their teams and the business.



Finalists

- MyPD
- Paragon Skills

HR and Talent

Winner

SThree

Elements is the new transformational induction programme for SThree – the world’s largest STEM recruiter. The programme is designed and arranged to be to be clear, simple, available and engaging for all learners, regardless of role, language, or location. Content is available on any device, through a blend of learning, supported by coaching and mentoring from L&D consultants.

Elements has transformed SThree’s new starter experience, delivering immediate business impact, setting the standard for onboarding excellence.



Award of Merit

Lifetime Training with Mitchells and Butlers

Lifetime and Mitchells and Butlers set out to build a future apprenticeship initiative, created to develop a talent pipeline for recovery in a post-pandemic world. This was achieved by working together to create an innovative and sustainable talent strategy, to futureproof M&B in an industry that’s still recovering. M&B has continued to grow their award-winning provision and Lifetime has effectively supported one of its largest clients as they build for the future.

Finalist

- Upside Learning Solutions

Marketing and Sales

Winner

Upside Learning Solutions

A survey conducted by HPE's Competitive Marketing Information team among professionals familiar with AI/ML or thinking about implementing it in their organizations, revealed that selling AI can be challenging without the right skills. To tackle this, HPE created the 'What to do to sell AI: Advice from the Field' training using a 'word on the street' approach, to help sales representatives gain a strong understanding of HPE's AI products and solutions, and have relevant, targeted conversations with prospective customers.



Finalist

- Alchemist

Product or Process Training

Winner

PeopleUnboxed

How do you take a paper-based learning system for more than 130 pieces of equipment spread across nine different business units, all training in their way, and create a system that provides a visually engaging solution that caters to a team of people from more than 40 different countries, 92% of whom don't have English as their first language? That is the challenge that The Bread Factory set PeopleUnboxed and they wanted everything tracked and reportable, too. And accessible from multiple devices. And be able to maintain the solution themselves.



Finalists

- Templar Advisors
- Upside Learning Solutions

KEY DATES FOR THE 2024 AWARDS



Call for entries opens – **June 1, 2023**

Closing date for entries – **October 31, 2023**

Judging – **November 2023**

Finalist companies announced – **December 2023**

Awards ceremony and lunch – **March 2024**

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Learning Excellence Awards

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