

Learning  
Excellence  
Awards

Winners 2024

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# Welcome



When the Learning Excellence Awards first launched in 2020 the team had no idea how the sector would respond. But, despite it being an uncertain time around the world, the level of interest first sparked was above expectations.

That momentum has been maintained, with record entries in this fourth year of the Learning Excellence Awards, and with record attendance, too. Many Finalist companies were represented on the evening of April 16 in the Queen's Tower Rooms at Imperial College, London and, with real generosity, applauded the category Winners and the Awards of Merit recipients. Our thanks go to all entrants for supporting the Awards.

The judges scrutinised each entry and awarded their marks. Category Winners and Awards of Merit were announced after dinner, along with the prestigious Gold awards. There were also three Gold Awards of Merit to present. Our thanks go to the judges for their sterling work in marking so diligently and deciding on the Winners.

Our sincere gratitude must also go to our sponsors this evening. We are delighted to welcome QA as a Gold Category Sponsor to the Learning Excellence Awards 2024.

Finally a thank you to the host for the evening, Alan Dediccoat, who once again revealed the winners of the Learning Excellence Awards after dinner, in his usual affable, unflappable and engaging way!

**Helen Warrilow, commercial director, Learning Excellence Awards**

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# Judges



**Ian Ashcroft, Executive Director, Ashway Associates**

Ian is a Global People Specialist, operating at Board and C-suite level, with both multinational and SME companies. Specialising in strategic planning, company restructures, staff motivation and development, to achieve commercial goals.

Ian has provided consultancy and interim management services on short and long-term contracts to clients such as the European Bank, British Airways, and Life Technologies and was the first-ever HR Director for Haymarket Media Group.

He is a Chartered Fellow of the Chartered Institute of Personnel and Development and a Fellow of the Institute of Directors.



**Claire Black, Strategic Culture Partner, believe housing**

A trusted expert, with almost 30 years experience in senior roles which influence people experience and culture in the workplace. Routinely works with executive and senior leadership team to shape and transform the organisation. A true passion for learning and unlocking the potential in everyone.



**Hannah Christian, Director of Digital Experiences, Media Zoo**

Hannah has worked in the L&D space for 12 years, both in-house and agency roles. She now leads a growing team at award-winning creative agency, Media Zoo. She works with clients in a range of industries from banking, retail, consulting and charities, in topics such as leadership, DEIB and compliance. She thrives on digging into the most complex organisational challenges across the L&D and comms spaces. She has a passion for creating memorable experiences and campaign based learning through a blend of solutions with a key focus on storytelling.



**Mark Dawe, Chief Executive, The Skills Network**

Mark is Chief Executive of The Skills Network. Previously, Mark was the CEO of AELP, the exam board OCR, Principal of Oaklands College and Deputy Director, FE Strategy at the DfE. He is currently on the Board of WorldSkills UK and Hills Road Sixth Form College.

Mark read Economics at Cambridge University before qualifying as a chartered accountant at KPMG. He is a fellow of the Chartered Institute of Accountants and a fellow of the Chartered Institute of Further Education, a freeman and masters award winner of the Worshipful Company of Educators, as well as a member of the All Souls Group.



**Per-Fredrik Hagermark, Chief Revenue Officer, Change by Degrees**

For the last decade, Per-Fredrik has partnered with HR leaders and L&D teams to deliver business impact by embedding skills development and learning culture in the business strategy. Currently he leads the Go-To-Market motion for Change by Degrees, a B2B online learning hub helping companies develop the skills they need to become sustainability leaders and comply with regulation. Prior to that he held various leadership roles at LinkedIn tasked with launching and growing LinkedIn Learning to become the market leader in online corporate learning. Most recent role was as Director for the LinkedIn Learning acquisition business in EMEA & Latin America.



**Harry Kelly, Director, GSK Medicinal Chemistry Recruitment & Talent Development, GSK**  
Dr Harry Kelly joined GSK as a medicinal chemist after completing his BSc and PhD at the University of Glasgow. In his early career, he took on roles of increasing responsibility which resulted in him being appointed leader of a medicinal chemistry programme designed to identify a novel treatment for cardiovascular diseases. In 2004, Harry was appointed Chemistry Operations Manager and in 2013, he was promoted to Director of Medicinal Chemistry Recruitment & Talent Development. In this role, Harry recruits chemists at all levels, from apprenticeship positions to senior leader positions.



**Kate Large, Director of Learning & Development, Mitie**  
With a background as a generalist HR and Learning & Development leader, Kate has a passion for talent management and developing great people. As the Director of Learning and Development at Mitie she has the opportunity to shape their learning culture, to ensure each colleague has the opportunity to thrive regardless of their starting point, background or individual circumstances. For Kate the best part of her role is having the opportunity to build and coach an exceptional team of committed individuals, which has become known for its performance, passion and commitment to driving positive impact and is responsible for creating, curating, and delivering learning solution across the business.



**Tony Manwani Co-founder and Director, PeopleUnboxed**  
Tony is a Co-founder and Director of PeopleUnboxed – a people solutions consultancy obsessed with making a tangible difference to individuals and organisations in the areas of L&D and employee engagement. PeopleUnboxed specialises in the areas of customer experience, employee experience, leadership and team development. They offer fully blended training solutions and are as excited about delivering face-to-face training as they are cutting edge digital learning. Before setting up PeopleUnboxed, Tony led the McDonald's UK L&D Design Team, responsible for developing training interventions and learning materials for over 120,000 employees.



**George Symonds, Learning & Development Manager, Marks & Spencer**  
George has worked for Arcadia and Marks and Spencer's, specialising in front of house retail before taking that expertise into the learning and development sector. This has always enabled George to have a really business focused lens on any learning interventions offered to support colleagues. Career highlights include overhauling onboarding at M&S and more recently delivering a successful line manager capability programme across 5,500 managers in their retail, support centre, distribution and international business areas. George has superpowers of positivity and curiosity underpinned by the mantra of 'get curious not furious'!



**Rebecca West, Director, 10SixtySix Learning Consultancy**  
Freelance learning professional with 20+ years of experience in the formation, and successful deployment of learning strategy. Enabling business and the people within it, to be successful in achieving their goals.



# Outstanding Course or Initiative

## Winner

### Inspiro Learning and BMW Group Academy UK

The brief: Train 8,800 people on “Why Electric Matters?” in 6 consecutive weeks by July 2023. Representing 80% of all staff in the entire UK and Ireland BMW and MINI Retailer Network.

The ‘EVolution’ in-retailer training roadshow launched in May 2023, re-shaping conventional design and vastly exceeding client expectations. This fully inclusive and experiential training upskilled 89% of the Network on important Electric Vehicle (EV) topics. Maximising digital, custom-built, and portable materials, EVolution quantitatively increased confidence levels by 30% while saving money for Retailers.

EVolution has established new ways of delivering training embodying the collective vision of Pioneering People Development.



## Finalists

- Dishoom
- Eggu & Coppafeel
- Eggu & IHV
- Get with the Program | Bupa Coding Days
- H&H for East Riding of Yorkshire Council
- Jobsplus
- MTC (Manufacturing Training Centre) Training Ltd.
- Nice Media & Grassroots Suicide Prevention
- Nice Media and Allsorts Youth Project
- PricewaterhouseCoopers (PwC)
- RightTrack Learning for NHS England
- Sponge for Philip Morris International
- Wesleyan Assurance Society

## Award of Merit

### ARuVR and UCL

Teaching surgical techniques using distance-learning technology has always been a huge challenge. Surgery is highly interactive and requires a level of immersion that current technologies have been unable to provide.

UCL and ARuVR turned to Virtual Reality and completely transformed their ability to effectively teach surgical techniques remotely. Students can now remotely access a variety of interactive VR content, from on-demand to live lectures and even surgeries, bringing the surgery room into their homes and transforming the way the subject has been taught for the last 200 years.

The solution had huge impacts on both the organisation and the learners.



# Outstanding Innovation

## Winner

### VIVIDA wiith HSBC

HSBC has partnered with VIVIDA to develop an interactive training course to explore the Black heritage workplace experience. The course will equip colleagues, managers and leaders to build self-awareness and contribute towards building diversity, equity and inclusion into every level of the organisation.

Bringing together perspectives from colleagues across regions and many ethnicities to develop an immersive experience around Josiah, the main character, whose story represents the lived experiences of HSBC colleagues that took part.

Josiah's story was created to help colleagues learn about the challenges of unconscious bias and the positives of an inclusive culture and inclusive leadership.



## Finalists

- ARuVR
- Burges Salmon



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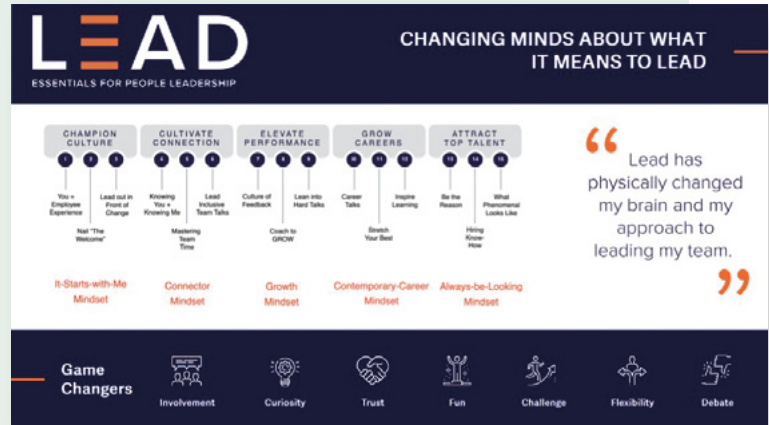


# Outstanding In-house Training Initiative

## Winner

### Anywhere Real Estate

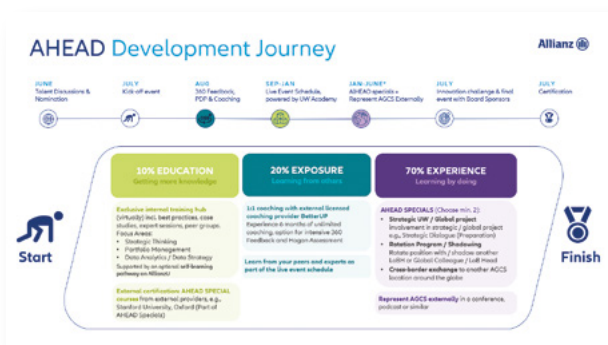
In line with their business and cultural mandate, the Lead program was created to arm all people leaders at Anywhere Real Estate with the mindset and behaviour shifts required to transform managers into leaders. Imperative to doing so was leveraging evidence-based research and brain science, embedding diversity & inclusion messages in context as a through line, showcasing the wisdom of others through peer-to-peer assignments, visible executive leadership engagement, and defying preconceived limitations of global virtual learning experiences. The impact of the training was evident in both the word-class NPS score and the immediate behavioural change reported by participants.



## Award of Merit

### Allianz Commercial

The AHEAD Programme is a global talent development initiative and the most senior and first technical development programme of Allianz Commercial. It's designed to drive transformative change and accelerate growth and profitability, by equipping senior high potential talent with the necessary skills and capabilities to navigate the complexities of today's insurance industry and prepare them for tomorrow. The programme's demonstrating significant business impact and participants rated it as highly relevant, applicable and with a positive impact on their job performance, with an overall rating of 4,8 out of 5 stars.



## Finalists

- Barclays Bank PLC
- Jobsplus
- MaivenPoint
- Mitie
- PricewaterhouseCoopers (PwC)

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# Outstanding In-house Team

## Winner

### Centrica

In 2019, Centrica's L&D function was downsized because of restructuring, resulting in a much smaller team and minimal learning. Within three years, a new CEO recognized the importance of L&D and increased investment, growing the team to 41 members. Now, operating like an internal consultancy, the team partners with departments to create new, personalized, engaging learning materials, including revamping the induction programme and building a new learning platform.

The outcomes showed a clear correlation between learning engagement and employee satisfaction, reduced attrition, improved performance and a reduction in customer complaints. Subsequent feedback shows high praise for the L&D team.



## Finalists

- Ignition
- Nice Media & Grassroots Suicide Prevention
- Nice Media and Allsorts Youth Project
- Saif Bin Zayed Academy for Police and Security Sciences

## Award of Merit

### Wesleyan Assurance Society

Wesleyan Assurance Society, a thriving financial mutual, strives to create 'brighter financial futures' for healthcare and education professionals.

As a mutual, the organisation is committed to do the right thing for both customers and colleagues, so a robust Employee Value Proposition (EVP) to attract, engage, and retain diverse talent is critical.

With the business going through fast paced, significant transformation, Wesleyan's highly regarded People Development team not only upskills colleagues to think, act and work differently, they also contribute beyond their remit to influence wider company culture and the broader learning profession (making time for fun along the way!).



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# Outstanding External Provider

## Winner

### **RightTrack Learning**

RightTrack Learning worked closely with NHS England to develop a series of ED&I programmes which were enhanced with real-life, actor scenarios. The success of the programmes has led to growing demand, prompting requests for delivery to other organisations within the healthcare industry. Working with over 370 delegates in 2023 (with more planned), RightTrack Learning's commitment to excellence has positioned the company as a premier external provider with an outstanding course, making a lasting impact on not only organisations but also individuals.



## Finalists

- ARuVR
- Disguise
- Eggu
- Ideas on Stage
- Corndel
- MTC (Manufacturing Training Centre) Training Ltd.
- Nice Media & Grassroots Suicide Prevention
- Paragon Skills

# Construction and Associated Trades, Agriculture and Horticulture

## Winner

### Local Authority Building Control (LABC)

In pursuit of safer, compliant buildings and improved public safety, LABC initiated a transformation journey. The goals included upskilling existing surveyors to handle complex structures, recruiting and training new personnel to replace seasoned surveyors redirected to more complex projects, and preparing for high resignations due to increased responsibilities. This initiative, driven by CEO, Lorna Stimpson, addresses industry reforms' (Building Safety Act 2022) and their potential impacts on safety. As a not-for-profit organisation comprising public servants, LABC's mission is safeguarding public welfare. Failing to enhance skills and recruitment would have posed significant public safety risks.



# Digital

## Winner

### ARuVR

Current employees' learning resources & technologies and training programmes are not effective anymore. ARuVR is the world's first Extended Reality (XR) Learning Platform revolutionising the way XR courses (AR, VR, MR) are designed, delivered, and managed, making it incredibly simple to create XR training courses using an AI engine.

ARuVR has been trusted and deployed by many enterprises and has over 1 million business users. It is the ultimate evolution of training (Blended Learning 3.0) providing users with proven pedagogical benefits and ROIs, and help equip today's workforce with the skills and knowledge they need to perform in their work.



## Finalists

- Disguise
- Sponge for Meta
- Upside Learning Solutions and HPE
- Upside Learning Solutions and WBG



## Education

### Winner

#### Get with the Program for Bupa

Get with the Program and Bupa's unique Healthy Lunch-Bot Coding Adventure takes children on an exciting experiential journey! It teaches coding with an engaging blend of interactive theatre, inclusive storytelling and performance, infused with a 'healthy eating' theme.

The mission? To inclusively inspire today's children to become the tech innovators of the future – so they can one day lead the way in solving the world's biggest challenges. And with Get with the Program's innovative Bupa Coding Days initiative, whilst there's still no such thing as a free lunch, there's now a free Healthy Lunch-Bot Coding Adventure for all primary schools in the UK!



### Finalists

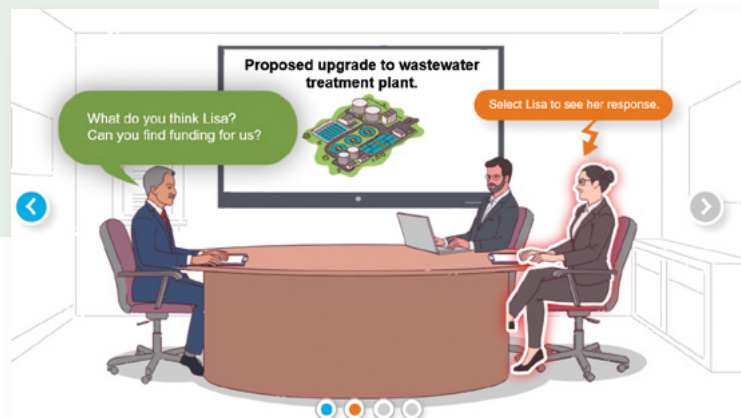
- ARuVR & UCL
- EnergyTech (formerly Saudi Petroleum Services Polytechnic)
- MaivenPoint
- Nice Media and Allsorts Youth Project
- Paragon Skills

## Environment and Sustainability

### Winner

#### Upside Learning Solutions and IFC

International Finance Corporation (IFC) collaborates with cities and municipalities globally, providing financial assistance and advisory services for infrastructure projects. Their investment lifecycle encompasses a thorough evaluation of Environmental and Social (E&S) impacts at all project stages, necessitating a robust E&S framework which demands rigorous compliance in various areas. Recognizing challenges faced by cities relying on conventional investment methods, IFC partnered with Upside Learning to create a comprehensive training program. This initiative focused on educating city/municipality employees about IFC's processes, highlighting the benefits of E&S considerations for the environment, society, and timely project delivery, ultimately promoting sustainable and impactful infrastructure development.



## Financial and Professional Services

### Winner

#### **Wesleyan Assurance Society**

Wesleyan Assurance Society, a thriving financial mutual, strives to create 'brighter financial futures' for healthcare and education professionals. As a mutual, they're committed to doing the right thing for both customers and colleagues, so a robust Employee Value Proposition (EVP) to attract, engage, and retain diverse talent is critical.

Feedback from Employee Opinion Surveys revealed a desire for more career support, particularly among colleagues in 'generalist' roles. From this the 'Bounce Forward your Career Programme' was designed to foster a more career-oriented mindset. The programme has delivered an outstanding positive impact.



### Finalists

- Allianz Commercial
- MaivenPoint
- PricewaterhouseCoopers (PwC)

## Health, Medical, Pharmaceutical and Social Care

### Winner

#### **GSK**

Leading Leaders is an immersive, face to face programme designed to equip VPs (who, as a group, lead the entire workforce of 69,000 people) to lead brilliantly in a complex and ever-changing world.

Covering topics such as decision-making in complex environments, building resilience and leading in a digital age, Leading Leaders has successfully laid the foundations for accelerated innovation and growth, with 98% of participants saying they've taken tangible actions, and manager performance seeing an almost- immediate improvement. This in turn is supporting GSK's continued innovation and growth, with a strong pipeline of product innovation and double-digit sales growth.

### Award of Merit

#### **Nice Media and Allsorts Youth Project**

Allsorts Youth Project (AYP) have a vision for a world where LGBT+ children and young people are free to be themselves. AYP partnered with Nice Media to produce learning assets for healthcare organisations, designed to give health professionals an understanding of the challenges and inequalities faced by LGBT+ children and young people.

The learning utilises drama scenarios and presenter-led videos to provide entertaining and educational best-practice guidance. The learning has reached nearly 5000 workers and is contributing to creating compassionate, safe and healthy environments in the South of England for young LGBT+ people to feel supported and to grow.

### Finalists

- Corndel
- ELB Learning and Video Interact for the NHS
- Nice Media and Grassroots Suicide Prevention
- OES
- Paragon Skills
- RightTrack Learning for NHS England
- Tempdent



## Manufacturing

### Winner

#### **MTC Training**

MTC Training's mission is to create the next generation of engineering talent through three state-of-the-art training centres, with the aim of seeding manufacturing businesses large and small and enabling them to realise their full potential. MTC Training prides itself on its evolving apprenticeship programmes, providing new entrants into the workforce with a strong foundational knowledge and skillset, alongside an appreciation and understanding of future technologies. MTC Training works closely with partners to ensure they deliver the skills they need today and tomorrow, with an excellent enrichment programme that saw achievement of "Outstanding" in "Personal Development" and "Behaviour and Attitudes" in February 2023.



## Public Services and Utilities

### Winner

#### **Centrica**

In 2019, Centrica's L&D function was downsized due to restructuring, resulting in a much smaller team and minimal learning. Within three years, a new CEO recognized the importance of L&D and increased investment, growing the team to 41 members.

Now operating like an internal consultancy the team partnered with departments to create new, personalized, engaging learning materials including revamping the induction programme and building a new learning platform. The outcomes showed a clear correlation between learning engagement and employee satisfaction, reduced attrition, improved performance and a reduction in customer complaints. Subsequent feedback shows high praise for the L&D team.

### Award of Merit

#### **Abu Dhabi Police**

The Work Readiness Program was founded by Abu Dhabi police with cooperation of the Higher Colleges of Technology HCT for individuals who are sentenced for two years in the prison in 2006. The program prepares the local citizens of a country to be well qualified to get involved in the market force after finishing their sentence. It extends over 4 semesters. The first year is a foundation. The second year concentrates on majors; it's designed to provide learners with one of three major topics, business or technology skills, basic technical information or skills. During the fourth semester, the learners turn their new gained theoretical skills into a practical skills as they complete their 8-week course of on-the-job training. The Program has already helped over 1,000 inmates to date.

### Finalists

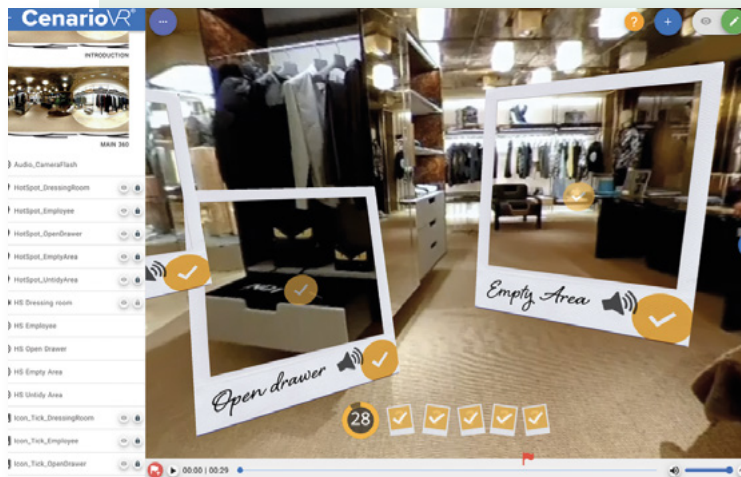
- **H&H for East Riding of Yorkshire Council**
- **Local Authority Building Control (LABC)**

# Retail, Hospitality, Sport, Leisure and Consumer Services

## Winner

### ELB Learning and Video Interact for Fendi

Fendi reduced stock loss and theft by 55% by having sales associates identify risks within linear, interactive and immersive 360-degree videos delivered to their company smartphones. The visual impact of immersive 360-degree videos sharpened sales associates' situational awareness, which resulted in a 400% ROI from training for Fendi. Furthermore, because the video content consisted of microlearning segments conveniently delivered to smartphones, Fendi got 80% of its global retail staff trained in six months with this course - up from 20%, a low number reflecting the transient nature of its globally dispersed retail staff.



# Supply Chain

## Winner

### ARuVR & Coca-Cola

In a world where traditional training methods often fall short, Coca-Cola's commitment to innovation and employee well-being led to the creation of a ground breaking Extended Reality (XR) training programme that has revolutionised H&S education within the organisation. Coca-Cola has testified that the XR programme not only improved safety measures but also strengthened the organisation's commitment to its employees' welfare, resulting in a safer and more efficient work environment. The ARuVR XR platform has delivered quantifiable real outcomes, while giving employees a rewarding and engaging means to learn, upskill and improve their own performance in a 100% safe digital environment.

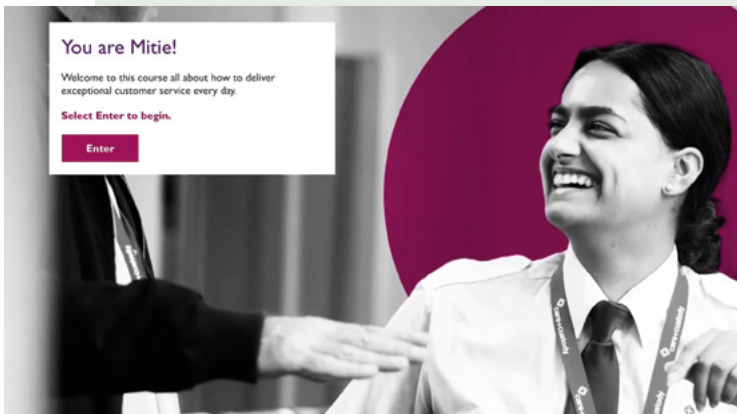


## Customer Service

### Winner

#### The Edge Picture Company and Mitie

Mitie believe that delivering excellent CUSTOMER SERVICE isn't a nice thing to have, it's a reason to be. The course was co-created to be a best-in-class training resource, encouraging and empowering staff to SHOW UP, STEP UP and STAND OUT as individuals and as teams. Its design features video throughout, providing helpful practical and emotional advice, showing what good and bad CUSTOMER SERVICE looks like, and hearing from Mitie colleagues sharing perspectives, tips and pointers. Learners loved it, giving the course a world-class NPS score, and the course is already having a widespread impact on service levels and client retention.



## Health, Safety and Risk

### Winner

#### ELB Learning and Damage Prevention Academy

Leveraging immersive VR training, through CenarioVR, has not only revolutionized damage prevention training but has set a new benchmark for safety training. By immersing learners in a 360-degree virtual environment mirroring excavation sites, DPA significantly increased engagement, completion rates and knowledge retention. The project's remarkable achievements include boosting completion rates from 50- 60% to over 70%, achieving an impressive 100% pass rate, saving nearly \$300,000 in training costs, and producing 1,075 better-skilled workers. This innovative approach combines interactivity, convenience, and effectiveness, making it a pioneering model for safety education.



### Finalist

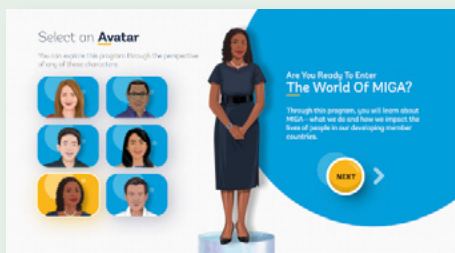
- ARuVR and Coca-Cola

## HR and Talent

### Winner

#### Upside Learning Solutions and MIGA

The Multilateral Investment Guarantee Agency (MIGA), recognized the limitations of an in-person program, characterized by high time commitments and limited learning outcomes. MIGA thus partnered with Upside Learning to create a dynamic, self-paced eLearning experience that was designed to be engaging, enjoyable, and meaningful. The digital induction allowed for flexibility, enabling new staff to learn at their own pace. It also introduced an emotionally engaging, immersive experience to instill pride, purpose, and teamwork, while deepening understanding of MIGA's role within the World Bank Group. This revitalized program signifies a significant step forward in fostering a strong and knowledgeable workforce.



### Finalists

- Acacium Group
- CACHE Alumni / NCFE
- Centrica
- Dishoom
- Kernel
- Mitie
- Wesleyan Assurance Society

## Legal and Paralegal

### Winner

#### Trenches Law

In the intricate landscape of telecoms network expansions, overlooked wayleaves pose potentially significant challenges for telcos – not only in terms of costs, but delays too. Pioneering a transformative digital training initiative, Trenches helps organisations like Lightning Fibre and Zoomm increase their throughput with more streamlined communication and knowledge of the legal powers at their disposal. With a 'stickier' format that simulates real-life barriers, the impact of the course is not only relatable and engaging but long-lasting too – resonating beyond training, fostering a culture of innovation and expertise to help improve connectivity progress across the UK.





## Management and Leadership

### Winner

#### Warner Music Group

The pandemic changed ways of working, however, ways of management shifted completely. This challenge gave Warner Music Group the opportunity to create a new global future-fit management training programme, aiming to arrest middle-manager attrition, improve engagement and meet the commitments made to the business and the development of managers within it. The result: Management Explored (ME). ME is innovative, immersive and dynamic – the chance to explore management approaches, while learning about successfully building and nurturing inclusive, healthy, high-performing teams. It's loaded with broader and more innovative curriculum, including topics regarding new demands of managing hybrid-working teams – all designed/delivered by an internal team of four.



### Award of Merit

#### H&H for East Riding of Yorkshire Council

Leadership in The Spotlight was a transformational training programme designed to cultivate the leadership skills needed in a modern workplace, and create a more agile East Riding of Yorkshire Council. The blended learning programme was creative and innovative in both design and delivery. Tailored specifically to the delegates, it empowered them to successfully flex, adapt and lead with confidence. Placing psychological profiling tool PRINT at its core took the training to a deeper level in a way that'd never been done before. The 75 delegates unanimously agreed they'd achieved the course objectives by dramatically improving their confidence and leadership styles.

### Finalists

- Ashorne Hill
- Corndel

## Marketing and Sales

### Winner

#### PricewaterhouseCoopers

In response to changes in the external and internal environments since rolling out their global business development framework – Pursuit – 10 years ago, PwC initiated a project to refresh the content and curriculum. Launched in June 2022 and backed by leadership, Pursuit 2.0 reflects client feedback, firm changes and changes in sales and selling. It brings PwC's global strategy to life, aiming to cultivate trust and deliver client excellence. The result is an innovative, cohesive, and globally resonant programme, demonstrating a promising trajectory. It's a programme that extends to digital e-learning modules, complementing facilitated learning and expanding our impact across the globe.



### Finalists

- ELB Learning
- Upside Learning Solutions and HPE – Customer Success Foundation Practice
- Upside Learning Solutions and HPE – Digital Video Solutions
- Upside Learning Solutions and HPE – Tell the Story

## Product, or Process Training

### Winner

#### Sponge for Philip Morris International

The Brand Accelerator is a digital learning transformation program created to support PMI deliver a smoke-free future. In 2016, PMI announced its vision for a smoke-free future, focused on developing and responsibly commercialising innovative smoke-free products that – while not risk-free – are a better alternative to cigarette smoking. Launched in 2022 with digital learning agency Sponge and marketing excellence agency xeim, the Brand Accelerator is an ongoing programme for upskilling employees in commercial competencies needed to support this organisation-wide transformation. Covering nearly 2,000 leaders from 84 countries to date, it has demonstrated massive business impact and received stellar feedback.



### Finalists

- Disguise
- Upside Learning Solutions and HPE – Customer Success Foundation Practice

## Technical or Engineering Training

### Winner

#### EnergyTech (formerly Saudi Petroleum Services Polytechnic)

The Accelerated Competency Transformation Program for Engineers (ACT-Eng.) offers a unique job-relevant learning experience, which allows young engineers from multiple engineering disciplines engage in technical, theoretical, and business activities, which significantly contribute to their readiness to operate at highest performance standards. Theoretical components cover concepts beyond program curricula using industry process calculations, whereas the technical aspects expose them to actual industry equipment. Business fundamentals have been tailored to address business needs in terms of operations expenses (OPEX) of real-world industries, along with capital investment (CAPEX) for maintenance and shutdowns, while keeping in mind HSE challenges to ensure highest safety standards.



### Finalists

- Allianz Commercial
- MTC Training (Manufacturing Training Centre)



## Business and Academic Partnerships

### Winner

#### PwC Operate UK with Ulster University – MSc Business in Technology

PwC and Ulster University co-created the MSc Business in Technology programme, the first of its kind in the UK, to prepare businesses and future strategic leaders in Northern Ireland for a digital future. This has created exciting employment and development opportunities for technology professionals at all stages of their careers. The innovative part-time Masters programme involved collaboration with leading global institutions such as Babson College, USA, Massachusetts Institute of Technology and Stanford and equips students with the skills and capabilities needed for leadership roles in a tech-led world.



### Finalists

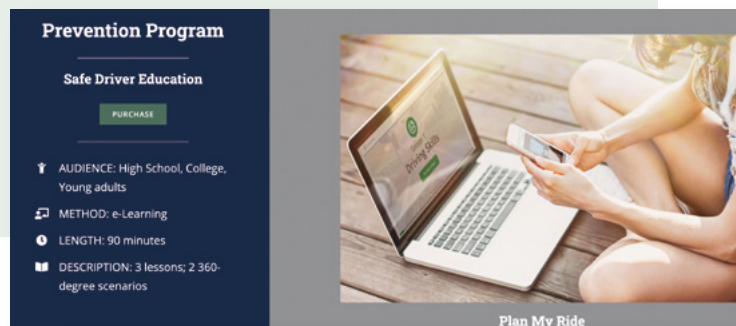
- Paragon Skills and Caroola Group
- PwC Operate UK with Ulster University – MSc Professional Services Operational Delivery
- The Workloop

## Design, Content Creation and Video

### Winner

#### ELB Learning for iRT and D3 Training Solutions

The “Plan My Ride” eLearning program seeks to combat the leading cause of preventable fatalities among youth—car crashes due to impaired driving. Designed for teens and young adults, the program’s objectives aim to enhance safety by improving seatbelt use, reducing distractions, and discouraging alcohol and drug use while driving. Challenges include engaging this audience in online learning, program assembly, and ensuring accessibility. Employing a strategy of engaging micromodules, interactive scenarios, and booster lessons, the program emphasizes real-life situations via CenarioVR. Initial feedback from over 170 participants highlights high recommendation and satisfaction, while ongoing research seeks to determine the program’s effectiveness.



### Finalists

- ARuVR
- Ashorne Hill
- CACHE Alumni and NCFE
- Disguise
- Eggu & Brook My Best Friend
- Eggu & Brook RSE
- Ignition
- Learning Nexus
- Nice Media & Grassroots Suicide Prevention
- Nice Media and Allsorts Youth Project
- Sponge for Meta
- The Edge Picture Company and Mitie

# Digital Learning or E-learning

## Winner

### DelphianLogic & F. Hoffmann-La Roche

F. Hoffmann-La Roche AG (Roche) approached DelphianLogic to tackle the challenge of onboarding new hires in the complex Roche Molecular Diagnostics (RMD) project development process (PDP). The conventional methods were time-consuming and led to high error rates. DelphianLogic introduced “Hungry Birds,” a game-based learning solution within the onboarding program that highlighted PDP phases, facilitated efficient training, reduced errors, and increased productivity. The results? A 98.3% adoption and completion rate, a 300% reduction in learning effort, and increases in efficiency and productivity, coupled with fewer manual errors.



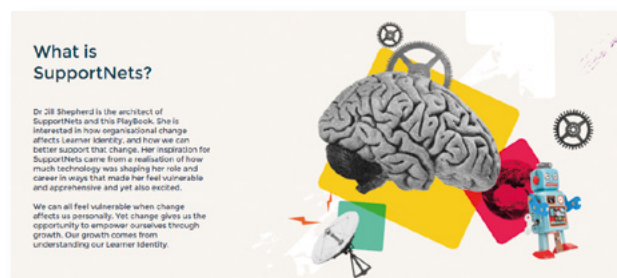
## Finalists

- ARuVR & UCL
- Claire Revell's Opening Doors with Inteltek
- DelphianLogic & Schindler Group
- DelphianLogic & Zurich Insurance – Business Interruption
- DelphianLogic & Zurich Insurance - MyAuthority
- Disguise
- Dishoom
- Eggu & Coppafeel
- Eggu & IHV
- Kernel
- Social Care TV
- Trenches Law
- Upside Learning Solutions and MIGA
- Upside Learning Solutions and Qatar Airways – Customer Handling
- Upside Learning Solutions and Qatar Airways – Live animal Regulations
- Upside Learning Solutions and WBG
- VIVIDA with HSBC

## Award of Merit

### QA Limited & Lloyds Banking Group

QA enabled Lloyds Banking Group (LBG) to maximise the potential of its people, technology and data by co-creating a solution that dovetailed durable soft skills and perishable technical skills. The approach taken was a first in the international group's history aimed at delivering a modern, organisation-wide engineering practice, shifting overall culture and behaviours to maximise impact and longevity. This programme has increased confidence by an average of 125% per delegate and has significantly increased career mobility within LBG.



## LMS and Learning Process

### Winner

#### **Sponge for Philip Morris International**

In 2016, PMI announced its vision for a smoke-free future, focused on developing and responsibly commercialising innovative smoke-free products that—while not risk-free—are a better alternative to cigarette smoking. To support this transition, PMI partnered with digital learning partner, Sponge, and marketing excellence agency xeim, launching Brand Accelerator in spring 2022. This ongoing program consists of a 9-month blended university-style course, combining e-learning, webinars, and on-the-job missions to support the development of commercial skills aligned with PMI's transformation. Covering nearly 2,000 participants from 84 countries to date, Brand Accelerator has demonstrated massive business impact and received stellar feedback from participants.

### Award of Merit

#### **Kernel**

This project aimed at the development of professional knowledge and skills of personnel. Global changes in the company associated with the start of full-scale military operations on the territory of Ukraine created the following tasks:

- preservation, transfer and scaling of internal expertise of the company's key specialists. Continuous training of personnel on professional knowledge of complex technological processes regardless of human and external (covid, war) factors.
- ensuring the interchangeability of personnel to minimize the risk of production stoppages associated with the mobilization of personnel.
- providing the business with qualified personnel in a short period of time for new projects.

### Finalists

- Claire Revell's Opening Doors with Inteltek
- NetSupport
- Open LMS
- Satchel

## Learning Tools and Technology

### Winner

#### **ARuVR**

ARuVR is the world's first Extended Reality (XR) Learning Platform revolutionising the way XR courses (AR, VR, MR) are designed, delivered, and managed. ARuVR makes it incredibly simple to create XR training courses using AI engine and has been trusted and deployed by many enterprises. With over 1 million business users. ARuVR is the ultimate evolution of training (Blended Learning 3.0) providing users with proven pedagogical benefits and ROIs, helping equip today's workforce with the skills and knowledge they need to perform in their work.



### Finalist

- DelphianLogic & F. Hoffmann-La Roche

# Experiential Learning

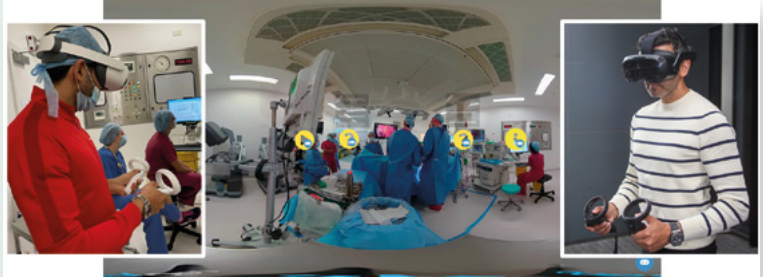
## Winner

### ARuVR & UCL

Teaching surgical techniques using distance-learning technology has always been a huge challenge. Surgery is highly interactive and requires a level of immersion that current technologies have been unable to provide.

UCL and ARuVR turned to Virtual Reality and completely transformed their ability to effectively teach surgical techniques remotely. Students can now remotely access a variety of interactive VR content, from on-demand to live lectures and even surgeries, bringing the surgery room into their homes and transforming the way the subject has been taught for the last 200 years.

The solution has had huge beneficial impacts on both the organisation and learners.



## Finalists

- Ashorne Hill
- DoThinkDo and Instant Group
- Saif Bin Zayed Academy for Police and Security Sciences

## Award of Merit

### VIVIDA with HSBC

HSBC has partnered with VIVIDA to develop an interactive training course to explore the Black heritage workplace experience and equip colleagues, managers and leaders to build self-awareness and contribute towards building diversity, equity and inclusion at every level of the organisation.

Bringing together perspectives from colleagues across regions and many ethnicities to develop an immersive experience around Josiah, the main character, whose story represents the lived experiences of HSBC colleagues that took part.

Josiah's story was created to help colleagues learn about the challenges of unconscious bias and the positives of an inclusive culture and inclusive leadership.





# New Course or Training Initiative

## Winner

### Inspiro Learning and BMW Group Academy UK

The brief: Train 8,800 people on “Why Electric Matters?” in 6 consecutive weeks by July 2023. Representing 80% of all staff in the entire UK and Ireland BMW and MINI Retailer Network.

The ‘Evolution’ in-retailer training roadshow launched in May 2023, re-shaping conventional design and vastly exceeding client expectations. This fully inclusive and experiential training upskilled 89% of the Network on important Electric Vehicle (EV) topics. Maximising digital, custom-built, and portable materials, EVolution quantitatively increased confidence levels by 30% while saving circa £2,350,000 for Retailers.

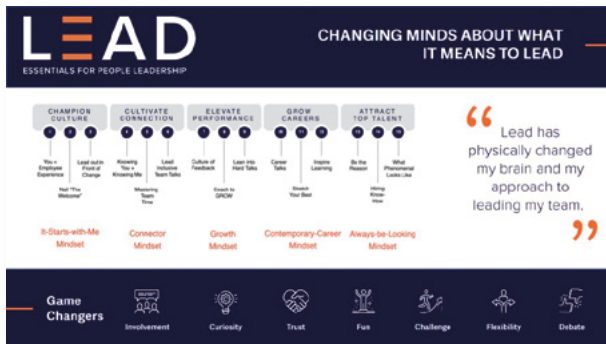
Evolution has established new ways of delivering training embodying the collective vision of Pioneering People Development.



## Award of Merit

### Anywhere Real Estate

In line with their business and cultural mandate, the Lead program was created to arm all people leaders at Anywhere Real Estate with the mindset and behaviour shifts required to transform managers into leaders. Imperative to doing so was leveraging evidence-based research and brain science, embedding diversity & inclusion messages in context as a through line, showcasing the wisdom of others through peer-to-peer assignments, visible executive leadership engagement, and defying preconceived limitations of global virtual learning experiences. The impact of the training was evident in both the world-class NPS score and the immediate behavioural change reported by participants.



## Finalists

- Allianz Commercial
- ARuVR and UCL
- Barclays Bank
- Burges Salmon
- Eggu and Coppafeel
- Eggu and IHV
- H&H for East Riding of Yorkshire Council
- Hill Dickinson
- Ideas on Stage
- Jobsplus
- Johnson & Johnson
- PricewaterhouseCoopers (PwC)
- Sponge for Meta
- Warner Music Group

# KEY DATES FOR THE 2025 AWARDS



Call for entries opens – **June 1, 2024**

Closing date for entries – **October 31, 2024**

Judging – **November 2024**

Finalist companies announced – **December 2024**

Awards dinner and ceremony – **April 8, 2025 (to be confirmed)**

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