

Developing a strategic approach to learning & development in the legal sector.

Identifying the real learning needs and gaps and building a focused programme of delivery.



Background to the learning needs

CLIENT:

Our Client is a full-service law firm, with origins dating back almost 250 years. The firm takes pride in its reputation, experience, and expertise in delivering the best legal services to individuals and businesses alike.

OBJECTIVES:

As well as delivering well-respected legal advice and a range of services, our Client is dedicated to a positive people culture that ensures it is a great place to work. In alignment with this, the HR Manager and training project team wanted a consistent and well-structured process to develop and upskill their people. A focused programme of learning was needed that could be easily accessed by different members of the team as and when needed. The training strategy needed to be directly related to the overall business and HR objectives.

At a glance

Strategically focused learning delivery supports the need for new working practices alongside the evolving needs of learners, who are now working in a hybrid environment. This is driving improved engagement with learners generating better quality learning outcomes and performance.



Blended learning delivery



An intuitive learning platform



A pre-built online course Catalogue



Bespoke course Creation



A powerful course builder



Learner support resources

This case study outlines the work we have done for our Client to increase the value of their learning. Whilst the Client name is not disclosed for confidentiality, references are available on request.

A strategic approach combined with tactical delivery.

APPROACH:

eLearning Plus⁺ conducted an initial consultation to understand the scope and needs of the Client. Following this, we facilitated a first workshop as part of the eLearning Plus⁺ Strategic Learning Canvas Framework.

The workshop focused on:

- Understanding the business objectives, vision and the future direction and needs of the business
- Identifying the skills and capabilities required to deliver against the business objectives and future needs
- Evaluating the current skillset within the organisation to map out a strategic learning framework to address the identified gaps
- Addressing key challenges such as any risks and dependencies
- Scoping the project including timescales, budget, and priorities

OUTPUTS:

eLearning Plus⁺ developed a strategic framework report following the workshop. The report formed the foundation for the learning delivery programme.

The delivery programme is supporting the Client with implementing their new strategic learning framework in a way that meets the needs of individual learners as well as the business both now and into the future.



Learning With A Strategic Focus



A Bespoke Learning Academy



Dynamic Learning Resources

Making the learning count.

Outcomes:

- The strategic learning framework provides an agreed and structured working document that can be referred to when discussing learning and development initiatives
- Using the eLearning Plus⁺ learning platform as the core, the project team will develop the Learning Academy to provide a reference point for all learning activities, including linking to external learning resources such as specialist legal skills
- The Academy will provide a range of pre-built courses from the eLearning Plus⁺ catalogue in addition to the development of bespoke course content and learning resources. These will cover essential skills such as leadership & management, personal development, team effectiveness and diversity & inclusion.
- Facilitated delivery, including coaching, and mentoring as well as action learning groups and peer-to-peer groups will also form part of a holistic learning delivery programme
- The Academy will also provide learning and development pathways that will enable structured career and role progression throughout the business and across all departments.

Supporting your learning & development ambitions.

Contact us to find out how we can help enhance your learning delivery.



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