

A Recipe for Successful Learning Solutions:

An Onboarding and Upskilling Training Case Study from Our Work with ADM

CHALLENGE

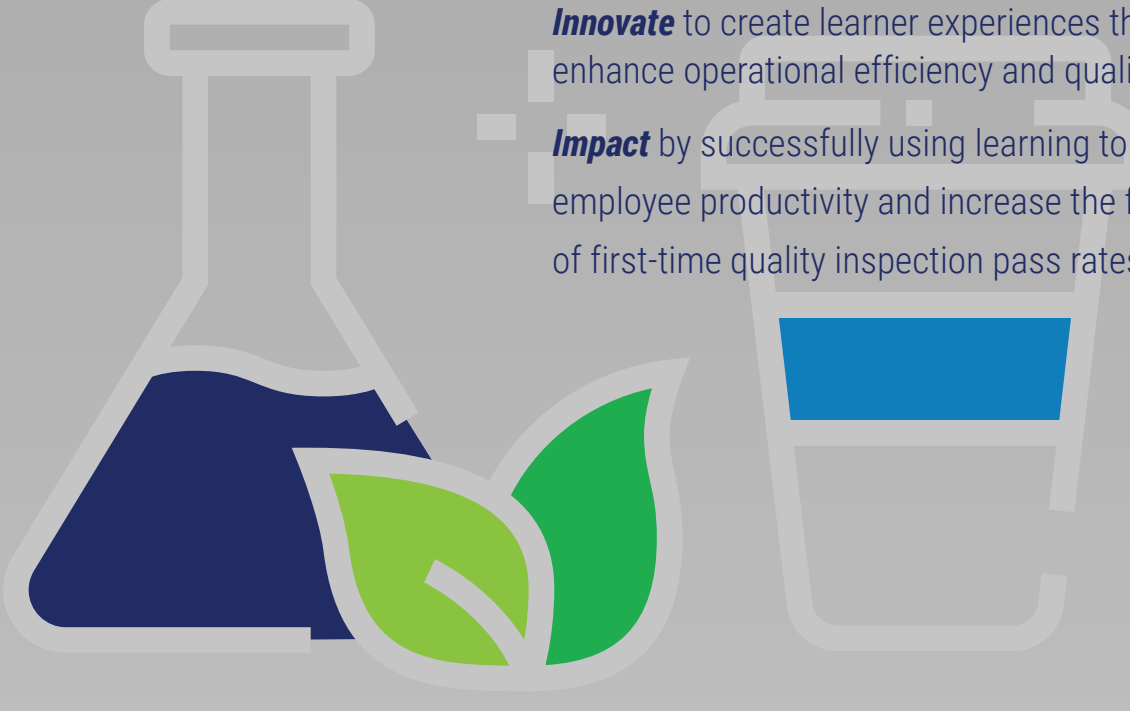
Develop the right onboarding and upskilling training for nearly 40,000+ employees with the processes and steps needed to ensure workplace safety, operational efficiency, and high product quality.

The award-winning team at AllenComm developed the training with the aim to:

Scale to meet the demand of training a workforce of 40,000+.

Innovate to create learner experiences that would enhance operational efficiency and quality.

Impact by successfully using learning to increase employee productivity and increase the frequency of first-time quality inspection pass rates.



To design and develop the training, we made use of our proprietary Proven Design Process that included the following steps:

DISCOVER	DEFINE	IDEATE	VISUALIZE	BUILD	ROLLOUT
<ul style="list-style-type: none"> Rapid Analysis Impact Brief Proposed Solution 	<ul style="list-style-type: none"> Performance Mapping Communication & Measurement Plan Content Readiness 	<ul style="list-style-type: none"> Brainstorms Workshops Design Brief 	<ul style="list-style-type: none"> Rapid Prototypes User Testing & Iteration Course Outlines 	<ul style="list-style-type: none"> Alpha Version Beta Version Iteration 	<ul style="list-style-type: none"> Pilot & Refinement Measure Results Continuous Improvement Optional Apply for Awards

“AllenComm has become a strategic partner in ADM’s vision to create an engaged, enabled, and empowered workforce. The learning solutions AllenComm created are a key enabler to ADM’s goals to deliver the highest quality nutritional solutions to our customers!”

James Rhodes
Director of Global Technical Training & Development, ADM

90%

improvement in engagement during first 30 days

70%

improvement in learning retention vs paper documentation

RESULTS

30%

improvement in number of days between recordable / lost workday incidents

70%

reduction in monthly average of cost of poor quality

75%

reduction in weekly unplanned / unscheduled downtime due to operators’ errors

90%

reduction in weekly unplanned / unscheduled product scrapping due to operator errors

AWARDS WON

