

Nomination: 7477

My Learning World - Revolutionizing Learning Through Technology

<b>Page: General Information</b>
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
<b>Name of Organization/Company</b> Siemens
<b>Additional Contacts</b> I do not wish to list additional contacts
<b>Page: Entry Information</b>
<b>Entry Title</b> My Learning World - Revolutionizing Learning Through Technology
<b>Category</b> B01 - B59 Achievement > B21 - Achievement in Learning Technology Implementation
<b>Achievement Submission Format</b> Written Answers
<b>a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required</b>
THE NOMINATED ORGANIZATION  Siemens has to evolve to keep pace with the rapidly changing and increasingly unpredictable marketplaces in which it operates.  Back in 2019, Siemens set out ambitious revenue growth targets (5-7%/year). Its business priorities (Appendix-i) made it clear that organizational success depended upon its people being equipped with the ever-changing skills necessary to stay resilient (as human beings) and relevant (as professionals).  THE NEED FOR A NEW WORKFORCE LEARNING PLATFORM The business identified paradigm shifts in how people developed: career pathways were becoming highly individual, and learning had to follow suit. Internal studies (Appendix-ii) then clarified the associated motivators and barriers.  A new learning platform with exceptionally high levels of personalization was mission-critical.  INTRODUCING GLG  The central learning and development function Global Learning and Growth, GLG, set out to transform from an internal training provider to a learning and growth ecosystem. This included extensive stakeholder consultation from the beginning (Appendix-iii).  This submission focuses on My Learning World (Appendix-iv), a learning experience platform and single—point-of-entry to Siemens' world of digital learning. An ecosystem spanning 190 countries, enabling self-directed lifelong learning for 240,000 employees.  The platform features 130,000+ learning opportunities in 29-languages from internal and external sources.

**b. Outline the team's or organization's achievements since the beginning of 2021 that you wish to bring to the judges' attention (up to 250 words). Required**

Over three years (2019-2022), the GLG team developed, launched and improved My Learning World. Since the beginning of 2021 it has achieved the following:

**SUCCESSFUL TECHNOLOGICAL INTEGRATION**

To make My Learning World a single point of entry to learning, over 80 disparate platforms were consolidated, migrated and integrated (Appendix-v) into one interface with high usability and frictionless user experience.

**ACHIEVEMENT IN PERSONALIZATION OF LEARNING**

My Learning World includes a data-driven approach to lifelong learning and development. AI-powered technology and powerful self-assessment tools enable exceptionally personalized, highly user-friendly, data-driven learning pathways, aimed at specific career goals (Appendix-vi).

**ACHIEVEMENT IN INCLUSIVE LEARNING**

To ensure digital learning access for all, the GLG team launched a project called "DigiAccess", providing accessible screens or learning rooms equipped with public PCs or iPads.

**ACHIEVEMENT IN LEARNING REACH**

My Learning World rollout was divided into three phases, supported by highly creative communication campaigns (Appendix-vii). This engaging approach achieved:

[REDACTED]

- A massive 505% uplift in digital learning hours since 2019.
- My Learning World becoming #1 knowledge platform globally.

See Appendix-viii for detail and additional statistics relating to learner solution interaction.

**ACHIEVEMENT IN COST SAVINGS**

The implementation of My Learning World reduced cost per learning hour by 40% compared to FY2019, while improving quality and breadth. Far more quantity and quality of learning, for far less, [REDACTED]

**ACHIEVEMENT IN LEARNER SATISFACTION**

High learner satisfaction scores (4.5/5 rating vs industry benchmark of 4/5).

**c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the team's or organization's past performance (up to 250 words). Required**

**SIGNIFICANCE TO EMPLOYEES**

My Learning World has changed learning and/or upskilling from an ad hoc process to an enriching, rewarding and personally valuable habit of everyday life at Siemens.

240,000 employees benefit from a personalized learning pathway to the career of their choice.

This hasn't gone unnoticed. Siemens' people experience learning survey and bi-annual global engagement survey revealed high workforce satisfaction across survey questions relating to the learning offering. [REDACTED]

**SIGNIFICANCE IN TERMS OF BUSINESS PERFORMANCE**

My Learning World is enabling Siemens to:

- Respond to disruptive changes taking place in the technology marketplace.
- Use existing Siemens talent to fill positions before going to external candidates (evidence below).
- Keep its workforce and, consequently the business, future ready.
- Validate its belief that business success is inextricably linked to its workforce's personal growth.

Evidenced by:

**TALENT PROGRESSION:**

According to LinkedIn: "At Siemens, active enterprise learners on LinkedIn Learning were 2.9x more likely to move internally compared to non-active learners."

[REDACTED]

**STRONG BUSINESS PERFORMANCE:**

Since implementing My Learning World, Siemens achieved outstanding year-on-year revenue increases –almost 12% in FY21 (\$68bn) and 8.2% in FY22 (\$78bn). It also reported a better-than-expected quarterly profit in May this year, increasing revenue by 15% on a comparable basis to more than 19 billion Euros overall.

**d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional**

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**Would you like to add an additional supporting document?**

No

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