

Nomination: 8188

Clearpath Learning Group

Page: General Information

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

Name of Organization/Company

Clearpath Learning Group

Additional Contacts

I do not wish to list additional contacts

Page: Entry Information

Entry Title

Clearpath Learning Group

Category

D01 - D08 Solution Provider > D06 - Leadership or Skills Development Solution Provider of the Year

Solution Provider Submission Format

Written Answers

a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required

Clearpath is a full-service Learning & Development provider. Its mission: to perfect business performance so that companies thrive. Specializing in assessing/blueprinting role-based learning paths for complex organizations, Clearpath uses a performance-based approach to design, develop, and deliver engaging, interactive programming. For large initiatives, Clearpath provides strategic consulting and program management to maximize engagement and adoption of change throughout program implementation.

Since 2009, Clearpath has provided solutions for clients of all kinds and sizes. Working with such industry leaders as Amazon, AWS, Accenture, BMW, Uber Freight, and UKG, its efforts have helped even the most powerful businesses correct course and unlock opportunities.

Clearpath strives to arrive at distinctive solutions. Work begins with in-depth analysis of each client and industry to arrive at precise and well-defined project goals. Team practitioners can then align strategies with structures, develop programs of long-lasting worth, and design training that effectively supports an organization's growth and performance.

Over 15 years, Clearpath has seen exponential growth doubling year over year in revenue three of the last four years. It has worked with over 30 organizations, inclusive of Fortune 100, 500, and 1000 companies that serve all major industries across 11 countries and 6 six continents.

b. Outline the organization's achievements since the beginning of 2022 that you wish to bring to the judges' attention (up to 250 words). Required

Since 2022, Clearpath has delivered strategic blueprinting, org design, and change management programs comprised of over 775 hours of content, delivered to over 200,000 learners worldwide via most all modalities from eLearning to ILT/vILT to peer-to-peer training.

Some Programs of Note (2022-present):

- Accenture New Joiner Onboarding/Apprenticeship Program: Created the strategy, design, and development for an energetic, highly customizable, year-long global learner journey
- AWS Accreditation Program: Designed and developed a human-centric training program for the varied and evolving needs of a diverse and global sales force
- BMW Leadership Development & Training Program: Redesigned a European leadership program for the Americas focused on the unique difficulties faced by front-line leaders in manufacturing
- Uber Freight: Designed a large-scale transformation and continuous learning program to address the organization's growth within its industry by defining and addressing growth within the organization itself

Clearpath makes every effort to produce work that matters. From a client: "We walked officers through the "why" as well as the benefits and went deep on the value creation Clearpath's transformation provides. Well done. Thanks for all you are doing. YOU are making a difference." – EVP, Worldwide Transportation Co.

Along with its program achievements, in 2023 Clearpath embarked on a brand and identity refresh. A new logo based on the Enso – a circle drawn from a simple, but difficult to master, brushstroke – symbolically conveys Clearpath's ability to distill complex situations like those highlighted above into clear, focused, and tangible solutions.

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 organization's past performance (up to 250 words). Required

While Clearpath believes each of its solutions is unique and significant, a few stand out:

- Accenture's Onboarding/Apprenticeship Program aligns deeply to the client's core tenet of innovation. Focus on flexibility demonstrates the client's understanding of, and commitment to, this valuable new workforce. Full-year training encourages personal growth in support of career happiness, fulfillment, and mutually desirable offers/acceptances. From the client: "You put learners at the center of the experience, and this made the work valuable."
- Partnership with AWS on its Industry Accreditation Program gave Clearpath the opportunity to provide a scalable, standardized program via a non-standard voluntary model. Highly customizable and nuanced industry training supports the diverse needs of a salesforce 47,000-strong. The success of the program is based on its unique ability to be both employee- and customer-centric. This philosophy lies at the core of the initiative which seeks to increase customer satisfaction through empowering its people. In just three months, CSAT scoring has already risen 6%.
- Clearpath interpreted, re-designed, and aligned an existing BMW leadership program to a new model that would resonate across cultures and environments. Clearpath's design accommodates both virtual and in-person learning experiences with a wide variety of immersive features. Perhaps the most singular aspect of the program is in providing leadership training to those who lead without authority. Non-supervisory employees learn to think broadly, employing emotional intelligence principles to lead by example. Post-pilot, this voluntary program is full for 2024 with an additional 160 people currently on the waitlist.

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

The attached materials support this nomination:

Product Samples:

- Onboarding & Apprenticeship Program. The client's vibrant persona and youthful energy is seen in the learning materials. A clear learning plan is laid out with focus on personalization as to how to travel its path. The goal was to standardize the experience in a non-standard way.
- Transformation & Growth Program. A Leader-Led Program walks stakeholders through the goals, changes, and expectations of its transformation initiative. Since implementation in 2022, the company shows 11% Net Revenue Growth and 12% Productivity Improvement.
- Leadership Program. A six-module program designed and deployed in August of 2022, captured enthusiastic participant feedback and reflected high voluntary participation rates that informed and prompted a follow up program just released in March of 2024.
- Accreditation Program. Screenshots from this program speak to its comprehensive approach toward providing customized training. Catering to a diverse audience, the program is available in five languages with careful implementation of accessibility features.

Case Snapshots: A quick look at a few case snapshots and how Clearpath saw projects through from challenge to result.

Thought Leadership: As Clearpath continues to grow, it has taken pen to paper to begin sharing insights with those in the industry and beyond.

Client Testimonials: A sampling of testimonials clients have offered affirming that the important work Clearpath does is making a difference.

Certification: Clearpath is proud to be a certified, small women-owned business through WBENC and SBA/WOSB.

Webpage Link

<https://clearpathlearninggroup.com/> (<https://clearpathlearninggroup.com/>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

<https://clearpathlearninggroup.com/case-snapshots/> (<https://clearpathlearninggroup.com/case-snapshots/>)

Would you like to add an additional webpage link?

Yes

Webpage Link 3

<https://www.linkedin.com/in/jenn-kammerdiener-779b331/> (<https://www.linkedin.com/in/jenn-kammerdiener-779b331/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 4

<https://www.linkedin.com/company/clearpath-learning-group/> (<https://www.linkedin.com/company/clearpath-learning-group/>)

Would you like to add an additional webpage link?

No

Supporting Document

Download File (https://stevies-sage.secure-platform.com/file/20336/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoyMDMzNiwiYWxsY3dOb3RTaWduZWVcmwiOiJGYWxzZSIsImlnbm90YnJvCOIF0K_CS_Psix1SGkAutqg8?Clearpath-Supplementary%20Materials_Great%20Employers%20Nomination.pdf)

Would you like to add an additional supporting document?

No

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