

Nomination: 8220

MyAcademy

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 Alter Domus in partnership with TalenTeam
Additional Contacts I do not wish to list additional contacts
Page: Entry Information
Entry Title MyAcademy
Category B01 - B64 Achievement > B34 - Achievement in Workforce Development and Learning
Achievement Submission Format Written Answers
a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required Consolidating learning platforms is challenging, but amid rapid growth, MyAcademy's achievements are exceptional. THE NOMINATED ORGANIZATION Founded in 2003 as an offshoot of PwC in Luxembourg, Alter Domus (AD) has evolved into a leading provider of integrated solutions for the alternative investment industry. Over the past three years, AD has doubled in size, expanding to 23 countries, including four significant M&A events. AD's workforce (predominantly accountants) reached 4,800, with 1,500 new hires in the past year alone. PREVIOUS LEARNING SITUATION 1) Three LMS. 2) Disorganized content across platforms. 3) No alignment of content to career paths. 4) Poor communications. 5) Compliance concerns; failures could result in financial impact and reputational damage. PREVIOUS PERFORMANCE REGARDING TALENT DEVELOPMENT AND RETENTION There were multiple drivers for the solution (Appendix-1): 1) Growing workforce. 2) Fragmented L&D landscape. 3) High talent attrition. 4) Poor take-up of learning, just 9.11 hours/employee in 2020. 5) High expenditure. VISION/OBJECTIVES Recognizing the situation wasn't fit for purpose, AD established a mission: "Attracting, retaining and developing talent able to disrupt our industry through innovative, high-quality, client-centric services and technology". A work environment and culture where everyone feels developed, valued and challenged was central. (Specific brief/objectives: Appendix-2)

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

A 12-member Central-Academy-Team (CAT) within AD aimed to deliver this vision using technology, content, communications and hard work to create a unified learning culture, meet regulatory requirements, provide clear career pathways.

ACHIEVING TECHNICAL TRANSFORMATION

CAT collaborated with SAP SuccessFactors partner, TalenTeam, to enhance AD's existing deployments, undergoing a thorough design process aligning solutions with learner/business needs (Appendix-3), creating 'MyAcademy' (Appendix-4). The team:

- Consolidated three LMS into one, establishing a sophisticated learning ecosystem.
- Cataloged extensively to ensure personalized learning experiences with clear career progression routes—no two learner journeys are identical.
- Enhanced career path visibility, presenting opportunities to employees rather than having them chase information.
- Incorporated all hosted learning material providers and created new content from scratch.
- Overlaid the LMS with a fit-for-purpose LXP (by Year-2).

ACHIEVING DELIVERY

CAT/TalenTeam:

- Rolled out globally, embedding change management (Appendix-5).
- Created a network of ambassadors.
- Implemented 14+ tailored talks for stakeholders
- Established robust governance, continuous improvement processes (Appendix-6).
- Embedded thorough impact evaluation.

CAT/TalenTeam met all goals (Appendix-7), integrating disparate LMS into one unified, multifunctional LXP, now 'a core element of AD's people strategy'.

ACHIEVING ADOPTION

CAT's demonstrations to key stakeholders and stakeholder groups, HR Town Halls and team meetings generated interest in MyAcademy.

Consequently, employee training hours/year averaged 23.96 in 2023—more than double 2020 (9.11). AD expects this level to continue rising.

ACHIEVING SAVINGS

This implementation resulted in upfront savings of over €70K in one-year, with ongoing and potential long-term benefits.

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

INDEPENDENT VALIDATION OF EXCELLENCE

AD's learning department was independently assessed as a whole by the LPI (Learning Department Accreditation), receiving 100% scores for Technology, Infrastructure, and Data gathering and impact. Culture scored 95%, with the business displaying a clear culture of learning.

(Appendix-8)

SIGNIFICANCE TO EMPLOYEES

Employees can now easily manage mandatory compliance training and career development pathways (all learning content is within three clicks).

They can personalize learning by creating playlists from Netflix-style content via easy-to-use dashboards—a significant contributor to AD's EVP, especially for younger prospects.

SIGNIFICANCE TO MANAGERS

Managers now gain unprecedented insight into their team's progress through learner analytics, including training status and learning goals. They can create playlists to share expertise, recommend content, and approve/deny learning requests directly from MyAcademy, giving extraordinary new levels of control.

SIGNIFICANCE TO THE BUSINESS

Despite adversity, AD successfully merged multiple LMS into one powerful platform, turning a weakness into a strength. The quality of its L&D offering has significantly contributed to successful mergers, resulting in highly engaged learners and a unified culture.

The business has benefited from:

- The improved employee value proposition enabling growth: e.g. opening a new 206-employees office of new-starters, with the highest overall engagement score in AD at 7.9, showing AD is an attractive workplace.
- Employee engagement rising: from +8 Net Promoter Score (2020) to +26 (2024).
- A new business acquired: a deal MyAcademy helped secure.

(Appendix-9)

The project will continue evolving to meet business and workforce needs. (Appendix-10)

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

One supporting document includes the following appendices:

- Appendix 1: The business drivers
- Appendix 2: Project mission and objectives
- Appendix 3: Planning and alignment
- Appendix 4: The solution - MyAcademy
- Appendix 5: The implementation
- Appendix 6: Governance and continuous improvement
- Appendix 7: Project deliverables achieved
- Appendix 8: External validation
- Appendix 9: Business impacts
- Appendix 10: Next steps

Webpage Link

Would you like to add an additional webpage link?

No

Supporting Document

Download File (<https://stevies-sage.secure-platform.com/file/20464/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoyMDQ2NCwiYWxsY3dOb3RtaWduZWRVcmwiOiJGYWxzZSImlnbnm6Stevie%20Awards%20Great%20Employers%202024%20-%20TT%20-%20SD.pdf>)

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