

# CASE STUDY 1

## COMPENSA VIENNA TALENT DEVELOPMENT PROGRAM

**DURATION OF THE PROGRAM: 12 MONTHS**



### 1. Aim

Preparation and implementation of individual employee development paths based on the previously conducted diagnosis of development needs.

The challenge within the project was to develop effective substantive activities and blended learning activities for people working in a diverse business and organisational environment.

### 2. Actions undertaken as part of the program:

- A research study of development needs and an analysis of AC reports were conducted, on the basis of which the main development needs of employees were determined as part of the competencies related to innovative action, responsibility for own work and team work, problem solving and proactivity in action.
- based on the collected information, Brainstream trainers prepared an innovative and long-term talent development program, the participants of the program were employees of various departments
- a development program was created that combined a variety of development forms, such as training, business simulations, individual training, coaching, webinars, cafeteria training, mentoring, job rotation and knowledge exchange sessions
- as part of the project, an individual development path was marked out for each participant based on the diagnosis of their development needs

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- as part of the project, a separate module "Grywalizacja" was prepared on our own developed educational platform. The use of gamification contributed to the training activation of the participants.
- Brainstream trainers prepared a variety of challenges, competitions and knowledge tests for the participants as part of the "gamification" module. Employees collected points, which were exchanged for specially prepared prizes at the end of the program.

### 3. Advantages for the organisation:

The result of designing a dedicated form of employee development and implementing an innovative gamification platform was a high level of participants' involvement in the planned activities, an increase in key competences developed under the program and high evaluations of the quality of workshops conducted by Brainstream trainers.

The project was a business success, the assumed development goals were achieved. Participants of the program were involved in new corporate projects and received job promotions. In the interviews conducted at the end of the project, the participants pointed out the attractiveness of training forms and the use of new technologies in development.

