

# THE CLIENT

Dating back to its beginnings in 1951 as an engineering dealership under the name Sayer & Colley, DAL's history is rich with success stories. Sudan's largest and most diversified privately-owned conglomerate emerged, offering a wide range of products and services to businesses and consumers alike, its reach spanning the length and breadth of the country.



## SUCCESS STORY

### LRMG & Voanda Human Capital were hired to

- provide **DAL Group** with Skillsoft Percipio, an online learning experience platform with capabilities that include easy access, creation and assignment of content with quality and accurate reporting
- provide Administrators with thorough training and continuous support

### The Challenges

- **DAL Group** wanted to continue developing the skills of their graduates and employees. To achieve this, they needed a user-friendly digital learning solution which would enable them to align learning to the organisation's objectives, track and report on learning progress, as well as motivate and reward their top learners. They also required their company administrators to be trained and empowered to support the learners.
- The **DAL Group Graduate Development Program** is a fundamental component of the strategic initiatives identified to support the Group's ambitious growth plan. The **Graduate Development Program** plays an important role in building a viable leadership pipeline for the organisation, in line with the overall talent management strategy.

### The Solution

- The journey is entirely self-directed, but departments are assigned courses aligned with the relevant competencies' framework on a quarterly basis.
- DAL Group implemented a reward program as motivation to their learners. The criteria used includes completion of three mandatory courses per month, and 100 generic courses per year.

### Outcomes & Value Delivered

**174**  
Total users



**97%**  
learner adoption and engagement on the platform



**76%**  
completion rate



**3,174**  
badges/rewards earned on platform



**5,905**  
total time in learning sessions



### Impact

The implementation of the Percipio LXP has had a tremendous impact on igniting the **DAL Group** people and equipping them with skills that enhance their skills, knowledge and status, ultimately helping **DAL Group** to achieve their business goals.

### Client Feedback

“**DAL Group** has chosen LRMG as a service provider because our company has selected it years ago for online training. Secondly, we think the Skillsoft content presented by LRMG fits our needs and goals. Also, LRMG and their local partner, Voanda, have committed to the support we need.”

