



# THE CLIENT

Adrian Kenya Limited is a leading engineering company providing technology and infrastructure solutions in East Africa. They design, develop, operate and maintain the infrastructure that underpins our lives, businesses and economic growth.

# SUCCESS STORY

## THE SECRET STRATEGY TO CULTIVATING A VERSATILE TALENT POOL READY FOR TOMORROW'S CHALLENGES!

Adrian Kenya partnered with LRMG to implement a digital learning solution to:

- Leverage upskilling talent for a competitive edge
- Scale up learning across various functional, soft skills, technical, leadership skill and competence areas
- Build a learning culture across the group

### THE CHALLENGES

The aim at Adrian Kenya was to expand learning to include all leaders elevating the skill sets across diverse functional domains. This helped build a stronger leadership bench strength in the form of a versatile talent pool, poised to embrace fresh responsibilities within the organisation.

## THE GAME-CHANGING MOVE WITH SKILLSOFT'S PERCIPIO LEARNING EXPERIENCE PLATFORM (LXP)

This cloud-based LXP offered:

- Digital learning solutions tailored to Adrian Kenya's needs
- Accessibility across all devices with 24/7 learning access
- Customised learning paths aligned with Adrian's strategic goals
- Certification opportunities, including Project Management Professional (PMP)
- Transformative learning experiences fostering greater employee engagement and a competitive workforce.



### RHODAH REFLECTS ON THE IMPACT OF DIGITAL LEARNING TRANSITION

"The eLearning platform has supported our succession planning strategy by instilling leadership skills in our teams. Through the platform we have managed to build key skills that are critical to the business. The LRMG team have been of great assistance. Their customer experience is topnotch."

Rhodah Ndoti, HR Business Partner

### VALUE DELIVERED

98% confirm the program has successfully promoted a collaborative culture within the organisation



74% completion rate, with 3020 course enrollments and 2230 course completions



91% confirm the skills gained are being successfully implemented in the workplace



### IMPACT

Learners describe discovering and exploring Percipio as an enjoyable experience and expressed appreciation for being able to complete technical certifications. The learning culture at Adrian is growing organically and steadily led by the leadership team.