

E-learning: A tool for developing staff potential and managing talent

A case study of Vodafone
Ghana



E-Learning 



Background

Ghana



- Preference for face to face learning
- Largess associated to training events
- Social people
- In-adequate infrastructure
- Certificate oriented

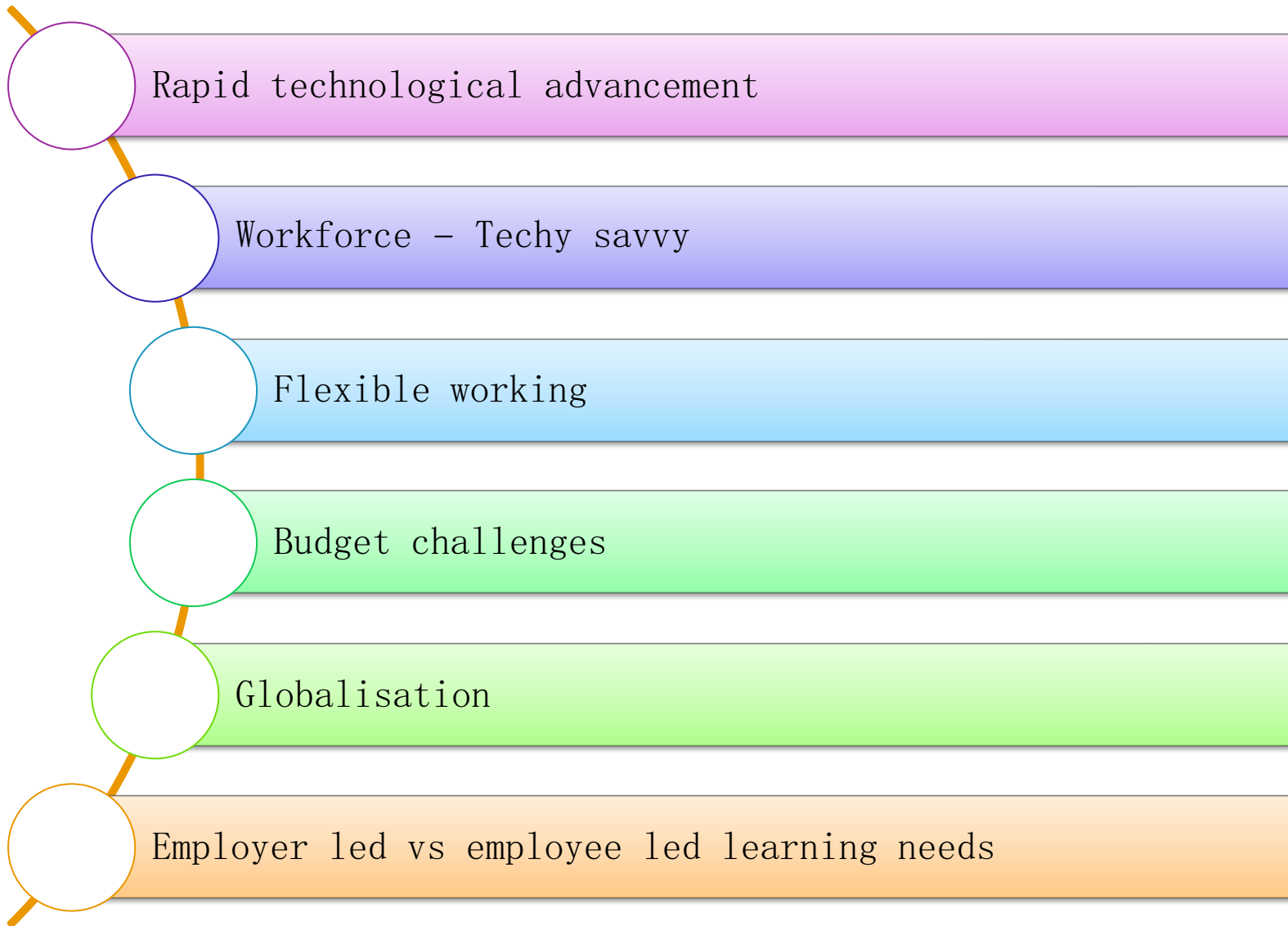
Vodafone



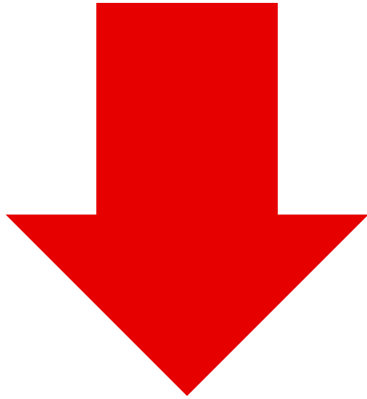
- Globalization
- New to Ghanaian culture
- Standardization - learning styles



Change Drivers



Approach



Initiatives

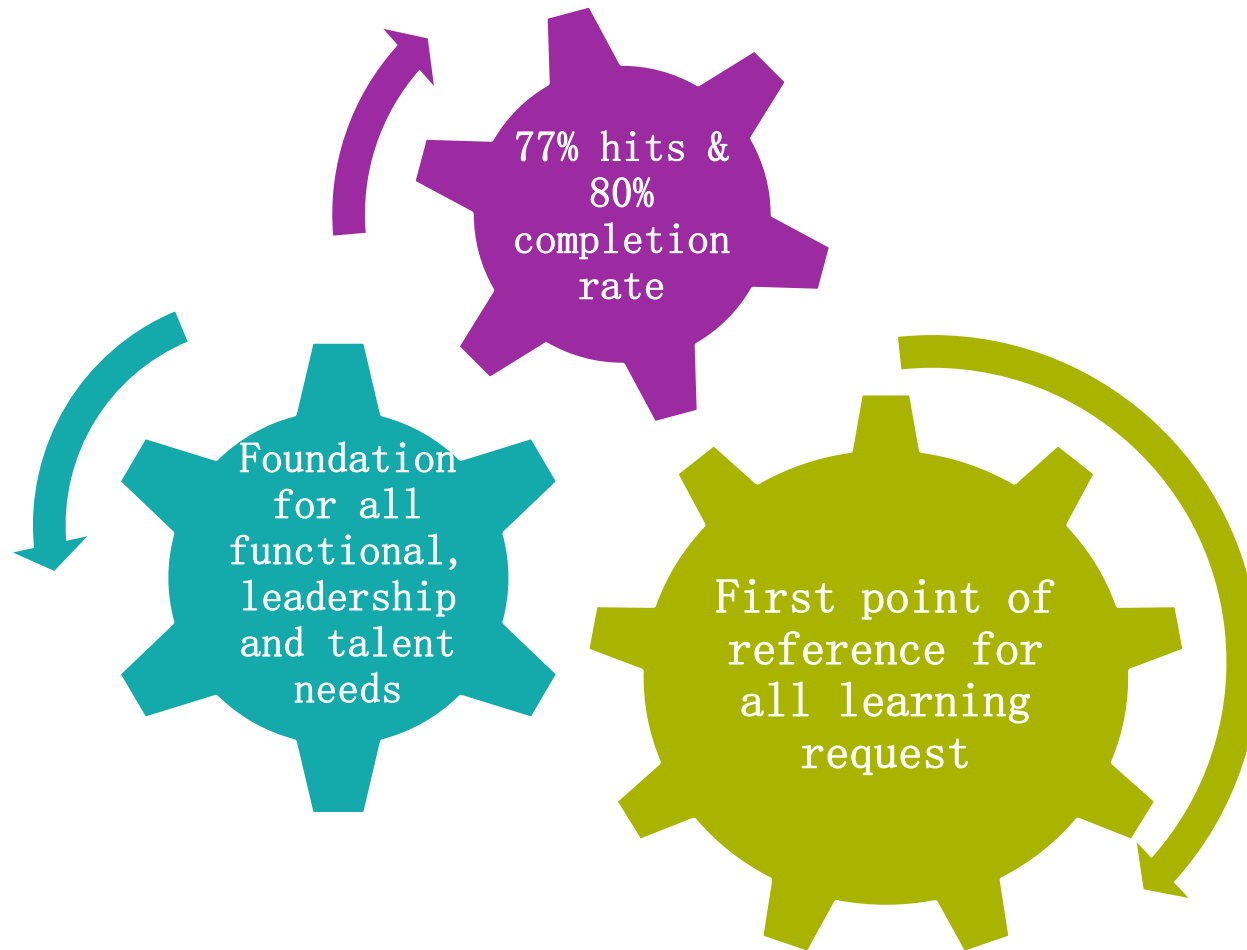
- General e-learning campaigns and awareness creation
- Launch of functional academies
- Launch of cross functional campaigns
- Designed functional & talent programs predominantly based on e-learning programs

Supporting Activities

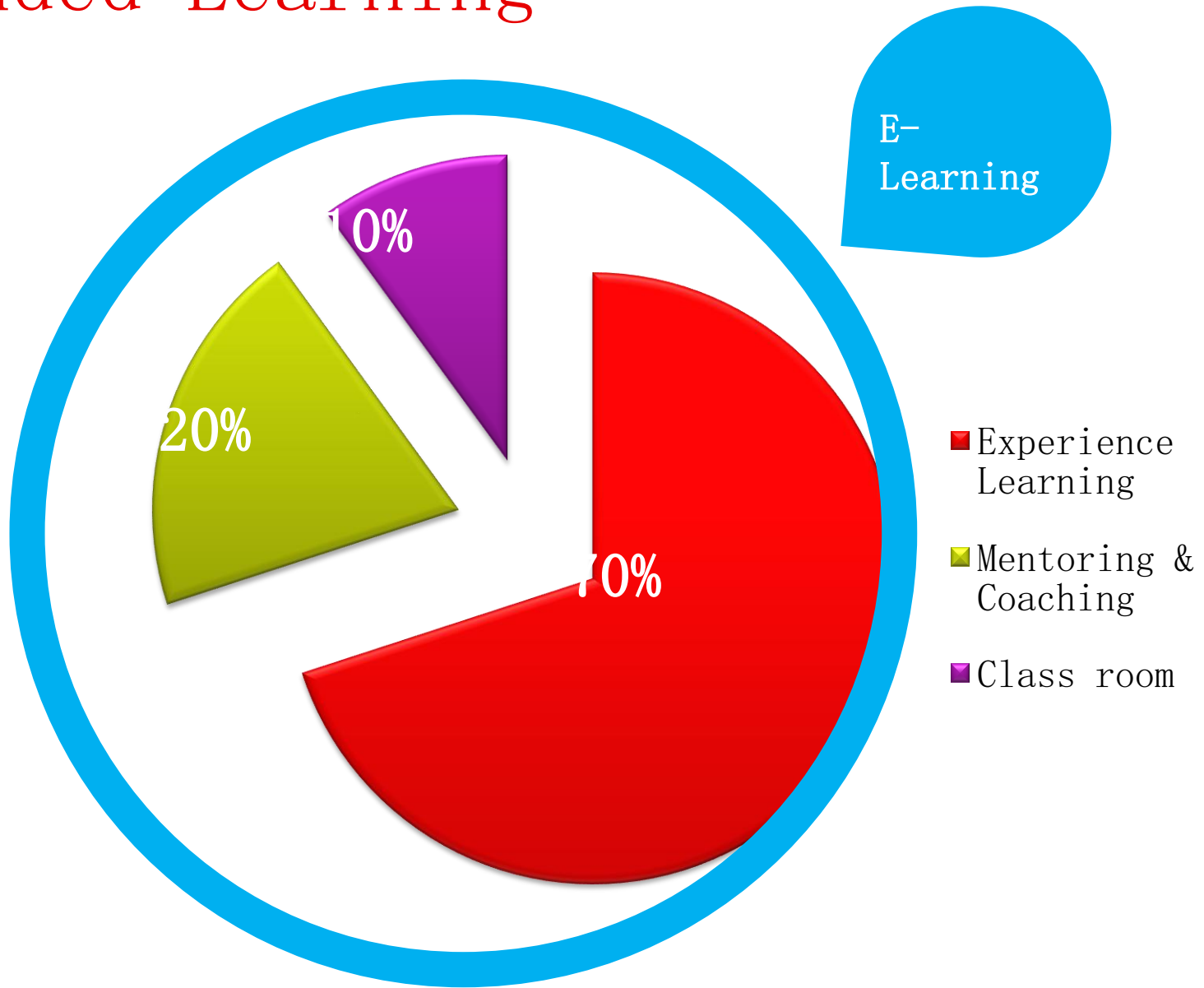
- Functional and unit presentations
- Company-wide communications
- Use of email signatures
- Award schemes
- Post e-learning group discussions
- Mandatory courses



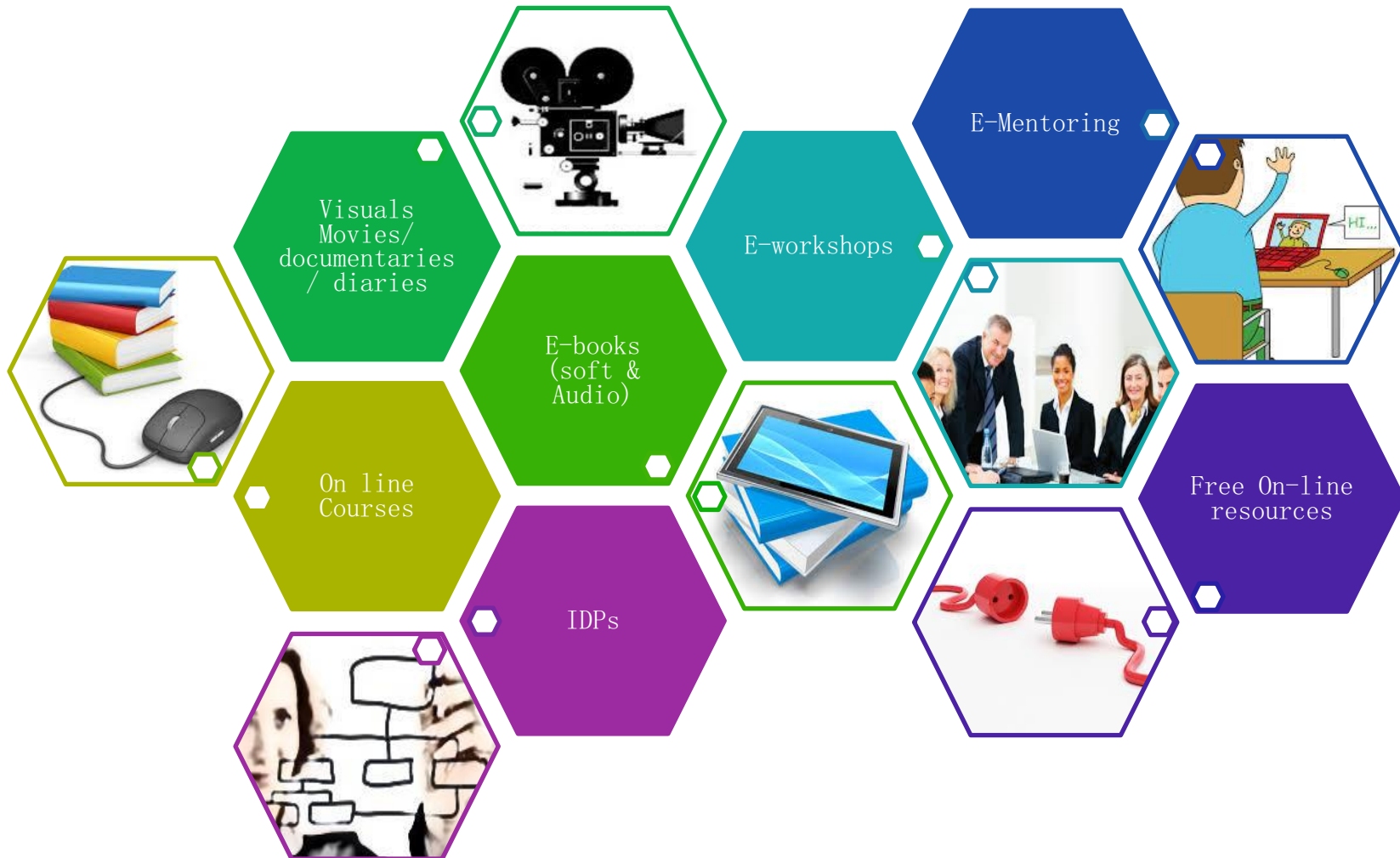
E-learning Today in VF Ghana



Blended Learning



E-Learning



Benefits

- Supports Personalised learning & developmental plans
- More for less
- Individually paced but within organizational timelines
- Standardized knowledge of delivery

Challenges

- Silo working
- Best practices sharing
- Networking







Thank you

