OUR INDUSTRY IS EXPERIENCING A REVOLUTION

The opportunities available to organisations seeking to achieve transformation have never been greater. LEO has always been at the frontline of creativity and innovation.
Now we’re challenging companies to drive success by revolutionising their learning.

We help organisations do this through:

- Measuring the business impact of learning
- Helping to develop learning vision and strategy, and aligning it with key business objectives
- Developing groundbreaking learning ecosystems
- Improving and turbo-charging existing learning infrastructure
- Combining established and new technologies, such as Virtual Reality (VR) and gaming, to deliver more powerful learning experiences
- Building the capability of internal L&D teams to meet the ever-growing demands of the organisation and senior management
LEO helps organisations achieve success through our ability to couple strategic business insights with learning innovation.

As 2017 Learning Technologies Company Of The Year we’re proud that 91% of our customers say we are more effective than our competitors at aligning projects with their strategic needs. Our clients have extremely high standards, and we match those standards at every stage of our work.

The revolution that we see is strongly grounded in new and pervasive technologies such as Artificial Intelligence, VR and AR (Augmented Reality). But these are going to take a while to gain traction in our market. The real innovation is in the application of great design and technical thinking to what we have right now, producing transformational results with relatively low investment.
So what are the key challenges facing organisations today?
1: Globalisation

Organisations are recognising that a ‘one size fits all’ approach to learning content is outdated. Context and regional variance are vital to engage learners. However, many organisations are struggling to provide consistent messaging to global audiences with local requirements.

LEO excels at creating core messages which are delivered to a worldwide audience – we design best practice learning which can be rapidly translated and deployed at scale.

For example, for one global brand, LEO’s programme reached over 32,000 people – over 80% of the organisation’s retail staff – in just 10 days.

We can create great multi-device content and roll it out in multiple languages, super-fast. At the same time, our use of technologies and blends creates a strong sense of content localisation – content that feels relevant to the learner, no matter where they are in the world.
2: Complexity

Digitisation and new technologies continue to have a greater impact on the way we work. While technology is simplifying many processes, employees need to know more in order to keep up with the rate of change. For most industries, creating a culture of continuous learning is the solution.

At the same time, learning itself is becoming more complex. LEO is highly skilled at replacing complexity with clear, easy-to-understand learning. This is especially important for complex content that can be more difficult for learners to comprehend, such as digital transformation, embedding new systems and processes, and systems training.

Of course, not all the complex issues facing businesses today relate to technology. Systemic organisational issues and ‘wicked problems’ abound, requiring innovative solutions.

For example, LEO developed a full drama video for an organisation in the mining industry wanting to tackle a complex set of issues around health and safety, company culture, and production. The acclaimed programme tackled the often-dry subject with a realistic film to engage both time-poor learners and executives who are more likely to watch a gripping drama. Its success exemplifies our ability to create original, simplified yet effective learner experiences, drawing on 30 years of experience with a wide demographic.

We offer interactive, engaging content and systems that distil complex concepts into highly effective learning that can be used while people work.
Some of the transformational programmes that LEO has recently delivered to global organisations include:

- leadership training to change company culture
- launching a new organisational strategy and values
- designing innovative new ways to launch and sell products
- defining new ways of engaging with customers through learning.

We can help you bring about culture and behavioural change, and drive the business case for transformation.
4: Speed

LEO uses innovative, creative techniques and world-class technology to make learning part of daily working life. The learning revolution recognises that it isn’t feasible or practical to simply learn everything. We need increasingly effective systems for performance support, giving people the right answers at precisely the moment they need them, as well as more formal, preparatory learning.

For one organisation, we created downloadable performance support apps that are used at point-of-sale. These have now gone global and help both staff and customers learn at the point of need.

Speed and depth of learning go hand in hand. We help organisations react to change through programmes that deliver world-class learning at speed.
The learning revolution in focus
LEO works as a strategic partner to organisations looking to provide increased mobility and flexibility, and adapt to the critical pressures that make or break organisations in the current uncertain, volatile climate. Our end-to-end solutions are expansive – from strategy and content, to technology and platforms, through to course delivery.

For organisations embracing digital innovations, learning becomes an important part of the overall employee experience. It meets the new demands of:

- changing working patterns
- longer working lives
- the frequent need to retrain and reskill
- and the tendency for people to embark upon multiple careers during their lifetime.
No matter where you are in your learning journey, LEO can engage with your teams to help you derive strategic benefit from learning innovation and the use of learning technology.
We want to draw attention to the immense value in high-quality learning design, a discipline that is often under-recognised. The results speak for themselves. For example, a subject taught to 10,000 people in 30 minutes instead of an hour can save 625 man days.

We will apply expert learning design thinking to help compress the time it takes to learn complex subjects. This is a both a technical skill and an art that we believe is hugely under-recognised in our industry. Recognising this is part of the revolution we both seek and are seeing.

**Meeting the expectations of today’s learners**

Today’s time-poor workforce wants learning content that’s useful and relevant to them. LEO works at the forefront of the latest technologies, fully immersing learners in personalised programmes. Our award-winning projects have included high-end video scenarios, games and gamification, AR, VR and more. We draw on best-of-breed capability to create the most effective solutions possible.

Our learning can support working environments where automation is becoming increasingly prevalent, and we are helping organisations to develop their thinking around Artificial Intelligence to target content to the right users. We can also help design ways to embed learning as part of performance support and measure the impact of learning programmes.

**Smarter outsourcing**

Striking the right mix between in-house and outsourced development is a key challenge for L&D teams. LEO helps organisations to “rightsource” to complement internal capability, offering you the benefit of our own award-winning expertise and capacity.

Through targeted support from our consultants, learning designers, videographers and art directors we can embed the right skill-set into your team, helping you to meet challenging deadlines and deal with more complex learning challenges. Our strong network of market-leading partners includes support from gomo authoring, one of the world’s leading responsive design authoring tools.
Developing your strategy, vision and capability
Your people, processes, content, technology and culture all form part of a cohesive learning strategy. Working as a strategic partner, we will help you develop a vision for how to apply the latest learning trends and blended approaches to best effect. We can also assist you to design ways to measure the impact of your learning, and embed learning as part of your work.

We've developed our LEO Strategic Review, a consultative approach to help you analyse your internal capability and existing learning solutions. Working with your teams to benchmark their current level, we help you develop your vision for where you would like to be in the future, delivering the guidance and capability building to help you bridge the gap.

By closely aligning your strategy and capability with your business goals we help ensure you can achieve maximum impact for your organisation.

LEO’s approach includes:

- Visioning exercises to clearly articulate where you want to be
- Strategic advice to help you understand how to get there
- Assessment of your team’s capabilities and the support they need to bridge the gap
- Interactive capability building workshops with our expert facilitators
- Virtual surgeries to support your team as they develop their new skills
- Coaching, support and feedback as they try out what they’ve learned on real projects
- Cyber-security approaches to help decipher new regulation in relation to learning technology
Technology strategy and implementation

Our end-to-end solutions are compatible with existing learning management systems and offer support at every step of the way, including instant updates, online and offline learning, world-class security (including Amazon Web Services) and powerful analytics. We also offer technology strategy consulting, helping organisations unlock the power of xAPI, Learning Record Stores and learning ecosystems, amongst others.
LEO has won several awards and industry rankings.

Some of our more recent wins include:

- 2017 Learning Technologies award (Gold) for Learning Technologies Company of the Year UK
- 2017 Learning Technologies award (Gold) for Learning Designer of the Year – Imogen Casebourne
- 2017 ATD AXIS Award for Performance Improvement – Anheuser-Busch
- Training Industry Top 20 Content Provider – 2017
- Training Magazine’s eLearning Design Challenge 2017 (Gold) – LOMA
- Strategic Leader in the 2017 Fosway 9-Grid™
- ‘Best of Show’ at DevLearn’s DemoFest 2017
- Best Sales Training Solution at DevLearn’s 2016 DemoFest
What our clients and their learners say

“You have a great team and their work is consistently both premium and of the highest standard, a perfect match for us.”
Global automotive L&D

“The best blended learning I have done in a long time. I loved the online learning activities.”
UK public sector learner

“Positive and can-do attitude. Lots of creativity and flexibility. The best example of behavioural communication that I have seen in my 10 years in the industry.”
Multinational mining organisation

“This topic was excellent. I’ve been on similar courses in the past and this was by far the best.”
Healthcare sector learner

“It was a such pleasure working with you and your team! We couldn’t be happier. It was clear from the very beginning that you genuinely cared... These are the little things that set LEO apart.”
European healthcare L&D professional

“This topic has increased my confidence and eagerness to learn, and now I want to get more involved in the financial work of my team.”
Learner in the public sector

“LEO have supported us in our digital learning transformation journey. We developed great training with them, always adapted to our needs. The team always strives to meet our high quality standards in creating great learning experiences.”
Global FMCG organisation

“I wish all of our new modules were more similar to LEO’s.”
Global FMCG company learner
Why LEO?
We have the unrivalled capability to produce learning solutions that go over and above the expectations of our clients to deliver lasting benefits across their business. We have worked with hundreds of clients from the private, public and not-for-profit sectors, developing a deep understanding of their practices and ethos.

We are perfectly placed to help you unlock your learning potential and empower your organisation to face the future with confidence.

LEO is an expert in working with clients across a spectrum of capability, delivering end-to-end transformational learning programmes at speed and scale.
To discover how LEO’s expertise can help your organisation embrace the learning revolution, get in touch today.

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