

Learning Infrastructure

Building strong foundations for delivery



Why is it important?

Learning infrastructure - the content, pathways, processes and digital enablers underpinning the development offering - has the power to differentiate an organisation in its ability to attract talent in a competitive market, retain it through meaningful development opportunities and build a workforce equipped to navigate through disruption. Organisations need to ensure they have the best solutions built for and around their people; driving high performance amongst teams and adding to a rewarding employee value proposition.

When is it most valuable?



New people / learning strategy



Lack of engagement with current offering



Current **learning infrastructure** not fit for purpose and / or costly



Employee value proposition review

PwC's human-centred approach is at the core of helping organisations to develop their unique learning infrastructure that empowers their people to thrive, no matter what the future throws at them.



Culture-Driven

Your Learning Infrastructure should align to your organisational purpose, cultural traits and employee mindset. We work to understand the intrinsic motivations of your workforce individually and collectively to ensure alignment.



Agile

Our approach integrates flexibility as a central element of learning infrastructure design, so you are able to meet both current and future, potentially unknown, needs and respond to continuously evolving skills gaps and mismatches.



Experience-Focused

We use insights from behavioural science to foster an environment that can catalyse everyday development moments - accessible, meaningful, targeted opportunities, embedded seamlessly into working life.

CHRO and Head of Learning Agenda



Mindset

Are our people engaged with opportunities to develop and perform?



Strategy

Is our people strategy enabled effectively by our current learning infrastructure?



Behaviour

Are people able to develop in a way that suits them?



Career Pathways

Are our pathways fit for purpose and aligned to our strategy?

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How can we help?

PwC's market leading approach enables CHROs and learning specialists to leverage the deep experience of our subject matter experts in people strategy, technology implementation, culture, and employee experience, as well as our partners from across the HR (including learning and development) sector. As well as establishing strong foundations for an organisation's learning infrastructure, we co-create an environment that drives team performance and agility.

Strategic Alignment

Our People Strategy experts partner with you to understand business requirements and translate them into a set of guiding principles for the new learning infrastructure.

HR Readiness

We deploy our tried and tested methods to clarify what capabilities you need, and the optimal way through which they will be delivered.

Bespoke Curriculum Design

We partner with the best in the learning sector to provide market leading advice on learning programmes, pathways and personas to address your particular challenges.

Infrastructure Implementation

We implement the infrastructure required which can range from learning-by doing, learning-from-peers to team-learning through individual and collective practice and system-scaffolded reinforcement.

Critical enablers

Cultural alignment: Leverage the latest thinking on organisational culture from the PwC Katzenbach Centre to ensure alignment between your learning infrastructure and organisational culture.

Employee experience: Understand the employee experience throughout. Our employee analytics and data insights experts support you to create a continuous feedback loop; reviewing outcomes and iterating the solution for long term success.

Technology: Our SMEs help you through the full cycle of HR technology change. From identifying the changes required through to driving user adoption.

A human-centred approach throughout

Whether the change to the organisation's learning infrastructure is structural, technological or procedural, it will ultimately need to be built for and around the people who will be impacted by it.

Are you looking to build a rich learning infrastructure for your workforce? Let's chat.



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