



**SBN Conference**

**October 24<sup>th</sup>- MyLearning**

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# Agenda

1. Orkla at a Glance
2. MyLearning - Business Case
3. MyLearning Project
4. Success and Learnings
5. Way Forward

# Orkla- your friend in everyday life

Winning with strong local brands and consumer insight...

...while driving flexibility and efficiency



# Our markets are changing - and we see opportunities

## Change in consumer preferences

Health & well-being  
Convenience  
Taste and indulgence  
Sustainability



Use local consumer insight to respond to consumer trends

## Smaller players and PL take share of growth



Continue to strengthen our position with local brands

## Lower growth in grocery channel



Accelerate growth in other channels/markets

## Digital transformation

Use of digital technology to remake a process to become more efficient or effective



Use digitalization as a way to increase our competitiveness

# Our learning and development strategy

## Goal



- Build up the Group's core competencies
- strengthen our corporate culture
- reinforce our competitiveness and provide a better basis for growth in our companies

## Business Impact



- Ability to lead and grow the core
- Deliver innovations and launches across Orkla's markets and business areas
- Increase synergies and use best practices across Orkla-at the same ensure market proximity

**Carry out Orkla competence development transformation and culture from "training" to "learning"**

Push- and pull-based competence development

Role and module-based trainings

"Flipped classroom"

"Blended learning"

E-learning and online programs

"My Learning"



## The old system



# To get the investment approved

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## MyLearning Business Case

Follow the decided HR road map to strengthen our Talent Management processes with system support in focus.

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Provide HR, employees and managers with a more user-friendly LMS and engage learning audience more effectively. The presentation of the training offers will be more appealing and enable easier enrollment and mobile learning. This will enhance our employer brand and capability building

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Give us improved ability to understand Return-on-Investment of learning initiatives and simplified administration.

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Have single sign- on and common dashboard for My Compass and Learning- one standard centralized access point.

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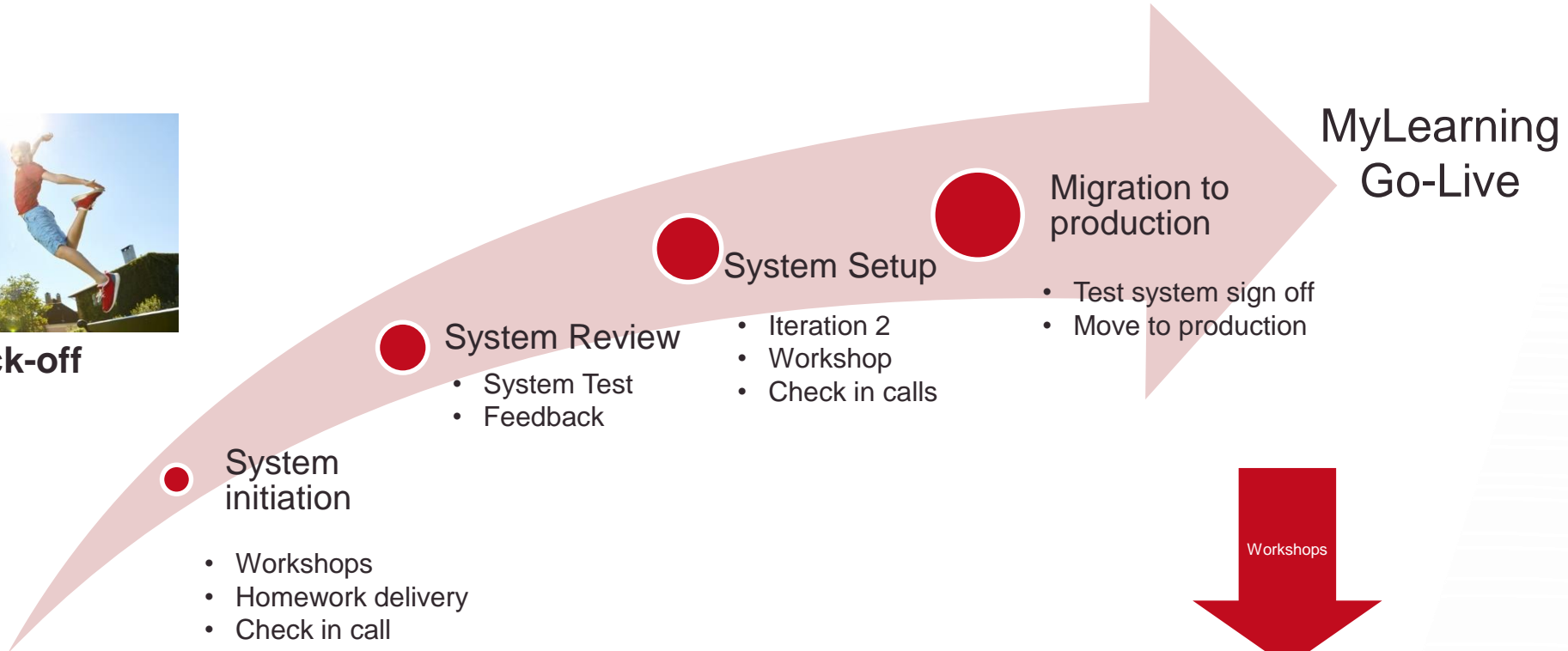
Transfer service desk for the LMS user support to Orkla Shared Services.

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# LMS Project



## Kick-off



## MyLearning Go-Live





# Implementing a new competence platform

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- 5 April 2018 – official launch (with obligatory celebration with cake and some bubbliies)
- October 2018 – roll out pilot with Sweden catalog
- Continuous internal training – improved use of LMS
- Implementing evaluations – replacing Enalyzer

# MyLearning & Communication

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- Getting the word out
  - Value
  - Light “gamification”
  
- Constant support
  - Webinars
  - Guidelines
  
  - [MyLearning](#)

# Key Takeaways – Successes

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## Challenges

- Yet another new system
- Project team
- Not user friendly
- End of contract with old system
- Too many functionalities

## Success Factors

- Communicate benefits of one HR system
- Streamlined project team
  - Clear role definition
  - Support team involved in project
  - High team engagement
  - Project leader involved in training
- Experience sharing
- Lots of testing in test system
- Standardised global roll out
- Quick decision making
  - Nice to have vs need to have

## Key Takeaways – Learnings

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- Plan for more time for testing
- Customization took longer than expected
  - E.g. Notification templates, limited customization
- Involve HR more, regular user in the project
- Develop more functionalities before Global roll out

# Way Forward

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- Learning and Development Homepage
- Local roll out
- Communication and Change management – employee empowerment
- Continuous Learning and Improvements - we are constantly developing
- Strengthen support team

Thank you!