



HR - Training

Manufacturing Industry

Manufacturing Industry



CommLab India has designed and developed an online training program on Change Management for one of the world's largest aluminum manufacturing companies. This organization is the world leader in the production and management of primary aluminum, fabricated aluminum and alumina combined, through its active and growing participation in all major aspects of the industry.

Project Context:

The course is an online training program on Change Management for a manufacturing major company to train its HR employees. It emphasizes on providing knowledge of Change Management concepts and model practiced in that particular organization in order to bring organizational growth and development.

Learning Requirement:

The learners should be able to explain the importance of change management and describe when to use change management. Also, should be able to recognize the basic structure of the change management model practiced in the organization.

Project Requirement:

- Conceptual photographs, illustrations, presentations were provided by the clients
- Audio needed for the entire course
- The course duration should not exceed 30-45 minutes
- No final quiz required
- Learners are experienced as well as fresher
- There should be interactivities within the course

Technical Specifications:

- Operating System : Windows XP
- Browser : Internet Explorer 6.0 or above, Mozilla, Netscape
- Screen resolution : 1024 X 768
- Plug-in : Flash Player 7 or higher

Key Challenges:

- There are different levels of prior knowledge of the learners, so there may be a clash between prior and new learning.
- Since there is no final quiz, it could be difficult to assess the learner's level of understanding the concepts.
- There are different levels of learners - experienced and fresher's of whom the later may find it difficult to understand the concepts.

Our Approach:

A combination of guided learning and situation based learning approach was implemented. The narrator's voice is used through the course. The learners were engaged and emotionally involved throughout the course by the different situations presented on Change Management. Interactivities in the form of click and learn, slide shows, drag and drop were used to have physical participation of the learners. The course was designed with the purpose of addressing both new and experienced learners along with their level of learning by correlating old and new concepts. By including formative assessments and assessing learners on these bases, learners were made aware of their results in order to improve their level of understanding basic concepts.

Sample Screenshots:

Concepts of Change

Why Change?

We need a change capability to support our...

- Global growth strategy
- Commitment to continuous improvement
- Vision and values

Vision & Values
our vision is to be the best company in the world—in the eyes of our customers, shareholders, communities and people. We expect and demand the best we have to offer by always keeping our values top of mind:

Integrity
our foundation is our integrity. We are open, honest and trustworthy in dealing with customers, suppliers, coworkers, shareholders and the communities where we have an impact.

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Concepts of Change

Managed Vs. Unmanaged Change

Illustration showing two men in business attire talking in an office hallway, with an airplane flying in the background.

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Change Model

Scope of Change in Organizations

Individual

Team

Organization

Leadership effectiveness
Job requirements
New supervision
Different tools and technology
Work/life balance

Scale: Small

Click on them to view examples.

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