Centum’s best L&D in-house practices: The strategy for success

With our decade long experience offering L&D across 350 corporates, we realise that the best practices ‘start at home’. That is why we have rolled out several inspirational employee appreciation programmes at Centum which address one of the greatest challenges for people driven organisations like us, i.e., employee learning & retention.

We at Centum have developed a Technology Enabled Smart Learning Platform called ‘Centum LearnPro’. The platform is accessible through both web as well as app, making it convenient for our employees to access the information anytime, from anywhere. The entire essence of the tool is to make the learning experience engaging and customised – both online and as a mobile application. That, I think, is the reason behind our success.

Keeping in mind that today’s generation has become attention-deficient, the training in Centum LearnPro is not tedious and boring. It follows the principles of micro-learning which keeps users engaged and enables them to apply their learning to their daily work.

Being in the business of training, we used to spend a lot in acquiring and skilling trainers. Through Centum LearnPro, we do this virtually. The platform has a unique and advanced feature of ‘live virtual interactive classroom with a white board’. Through this, our master trainer trains all the newly joined trainers and employees, ensuring that everyone is on the same page.

We all know that peer learning is one of the most effective ways of learning. Centum LearnPro has a feature of peer learning where social engagement, right from group chats to file sharing, have been made user friendly. This helps maintain the interest of employees as well as keep them engaged in further learning.

Sanjay Bahl
CEO and MD
Centum Learning

Over the years, Centum Learning through Technology Enabled Blended Learning (TeBL) approach has championed the art of motivating employees to rise up the corporate ladder, picking cues from the customised corporate training programs provided to them. As a result, Centum was recently certified by the global firm Great Place To Work as a ‘great place to work’ for the year 2017-18.