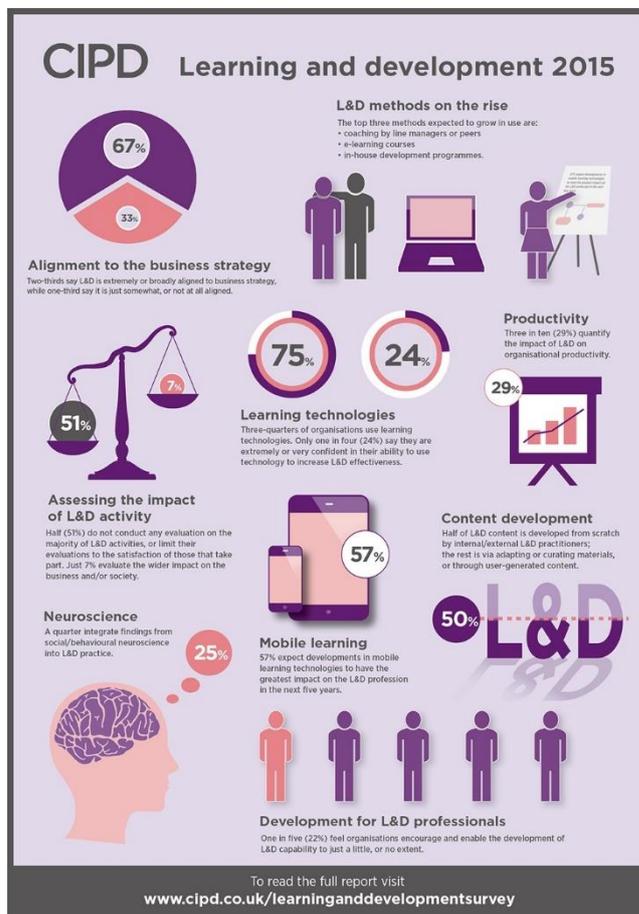


Tanweer in a Glimpse

Building Learning Culture

Introduction

In the last three years, adult learning experience had changed dramatically as a result of rapid digital transformation in learning tools. So, Tanweer is offering services to consider this change in three forms: consultation, workshops and coaching. This summary will focus on glimpses of how companies reached this phase and what Tanweer offers to utilize it to upgrade human performance.



Learning & Development in 2015

The Chartered Institute of Personnel Development (CIPD) has published results of their annual Learning and Development (L&D) report at 2015 that included what they expected to be in adults.

L&D professionals were pessimistic about empowering them more by their organizations, (22%) even they stated that their activities are aligned with organization's business strategy (67%). One possible reason for this is a perception about how their work can be quantified using productivity measures (29%).

For development, here are the top three most effective methods they listed for improving L&D function:

- Coaching by line managers or peers
- E-Learning Courses
- In-House Development Programs

CIPD Driving Performance and Productivity **TOWARDS MATURITY**

How high-performing learning organisations achieve astounding improvements in productivity and performance and what tactics significantly influence this.*

Setting goals

To sustain high performance and productivity, learning organisations embed a vision and release the capability of their people to achieve it

85% Individuals are released

85% work together to solve problems (versus 43% average and 13% bottom quartile)

71% Managers are involved

71% equip line managers with the resources they need to help their team get the most out of learning (versus 26% average and 4% bottom)

91% L&D are strategic

91% fully aligned with the strategic goals of the organisation (versus 61% average and 21% bottom)

Getting there smarter

High-performing learning organisations are ten times more likely than low-performing companies to use learning analytics to improve the delivery of their services



Building ownership

73% involve learners in the design of the most appropriate learning solution (versus 25% average and 1% bottom)



Empowering people

To empower their learners 76% of high-performing learning organisations provide learners with real-time feedback on progress (versus 29% average and 4% bottom)



*Based on responses from organisations taking part in the 2017 'Towards Maturity Benchmark Simple 200' Study also presented here a strong correlation (>0.3) with improvements in productivity and performance.

To read the full report visit: cipd.co.uk/learningorg2018

Three Years Later

As shown on left infographic, most of great learning solutions involved learner input in designing stage (73%). Additionally, High performing learning organizations provided learners with real-time feedback on Progress (76%).

Easy to Set, Far to Reach



Downward Spiral of learner engagement means that few are achieving their goals

Solutions

Tanweer learning platform is a gate to adapt advancement in technology to enhance learning on daily bases. It recognizes impact of struggle on both decision makers (Top management and HR) and employees to redefine problems of performance and set a different understanding that will lead to more effective solutions.

Consultation and Upgrading Services

This service will collect data about a specific business unit as a project then follow needed steps to upgrade performance of this business unit from planning until implanting change that will affect individuals, teams, targets and policies.

Workshop Service

This service will target groups based on decision makers of a business unit to upgrade performance in one or all following topics:

- Leadership
- Strategic Planning
- Critical Thinking
- Innovation & Creativity
- Digital Transformation

From 2016-2018, Tanweer has conducted more than 30 workshops that included more than 150 participants. Each one of these 5 days workshops had a Whats app group with topic title and mobile contact numbers of participants. This helped to:

- Transform sharing information from slide show style to audio, video, pictures, reports and slide shows too,
- Improve communication between instructor and participants regarding attendance,
- Make using phones during workshop running time more acceptable, and
- Open an opportunity to share related information weeks after workshop completion.

Coaching Service

This service will target individuals.