

Solution Provider Profile

Learnnovators

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LEARNNOVATORS

Company At-a-Glance	
Name of Product/Offered	Custom eLearning Solutions
Headquarters	Chennai, India
Year Founded	2003
Geographic coverage	Global
Top Customers	Adobe, Emerson, Honda, Microsoft, Schneider Electric, Sony, Tata, GE HealthCare
Website	https://www.learnnovators.com

Learnnovators Solution Overview and Value Proposition

Learnnovators is a multiple-award-winning organization that specializes in the design and development of custom learning solutions for the workplace. Learnnovators helps clients address skill and performance gaps in their workforce by creating tailor-made solutions that are aligned with their business goals.

Learnnovators work as its clients’ extended arm/thought-partner with a focus on maximizing results and return on investment. Whether it is choosing the best mode of learning techniques tailored to organizational objectives, or designing interactive modules with the help of games or simulations, Learnnovators has implemented innumerable programs to the satisfaction of a worldwide clientele. These have been deployed on a variety of contexts and devices, including mobile phones, tablets, interactive whiteboards and interactive kiosks. Learnnovators has also crafted several just-in-time, microlearning modules and performance-support solutions for its clients.

Since its inception in 2003, Learnnovators has successfully developed more than 12,000 hours of learning content for a wide range of domains including Advertising, Agriculture, Automotive, Banking, Cosmetics, Defense, Engineering, Healthcare, Hospitality, HR

Services, IT/ITES, Insurance, Manufacturing, Nuclear Energy, Oil and Gas, Retail, Safety, Soft Skills and Telecom.

Learnovators services include Custom eLearning, Mobile Learning, Gamified Learning, Blended Learning, Flash-to-HTLM5 Conversion, Localization and Moodle Customization. Learnnovators also offers a Learning Management System, Learnspace.

Learnovators Value Proposition

Learnovators has developed its capabilities over time like everyone else; but uniquely, Learnnovators has also developed sustained, reliable practices and processes that assure its clients of quality at any time, not just during a lucky streak.

Learnovators is a trusted name and go-to partner for training/L&D teams in more than 200 organizations worldwide.

R&D Innovation

Learnovators uses a unique filter derived from its mission to determine first which kind of projects it will undertake. The filter consists of questions such as:

- Is the innovation truly meaningful — i.e., does it solve/help to solve a larger business problem?
- Is there generative value in the innovation?
- What would the passive learner experience of this innovation look like? Is there a significant difference in the “active” productive experience?
- Is the technology used feasible for the client or will the infrastructural specifications be too complex/specialized?
- Is the innovation something that the client can adopt with the least possible organizational effort for maximum benefit?

As must be evident, the purpose of the filtering is to ensure that the research and innovation are purposeful creativity and not creativity for its own sake.

Learning Design Expertise

True to its mission, knowledge creation is a cause that runs deep with Learnnovators. Learnnovators spends its time deliberately also picking up non-project work to share its expertise and the benefit of its experiential learning with the learning and training community.

For clients, the advantage of such efforts is that not only do they get a highly professional and skilled team; they also get a single, trustworthy source to turn to for all matters related to organizational training and performance development.

Analysis by Brandon Hall Group™

Situational Analysis

Organizations are continually striving to create and execute on a learning strategy that has a real impact on behaviors and business outcomes. However, outmoded learning technology, traditional content and a lack of alignment with the business have made it challenging for learning to fulfill its promise.

What does it take to create a more impactful, engaging learning experience that improves individual and business performance? A strong learning strategy, the tools to execute it and the ability to demonstrate value.

Challenges to the Business

Learner requirements have evolved quickly and their need to have access to knowledge and information when and where they need it is more important than ever. Most learning is still too event-based, without enough follow-up, reinforcement or opportunities to apply knowledge. This leaves organizations ill-equipped not only to meet the rapidly changing challenges of today, but to ensure their workforce has the skills and knowledge required for the future.

Implications for the Business

For the learner, the learning experience does not meet their expectations compared to their relationship with technology outside of work, so learner engagement continues to decline. For the organization, employees are not learning what they need to know to maintain compliance, develop new competencies and skills and advance their capabilities leading to negative implications, including a lack of innovation and creativity that makes the organization uncompetitive.

Questions to be Answered by the Business

Organizations need to rethink their approach to the learning strategy to keep pace with the rapidly changing dynamics of their learners and business. The key questions for the business are:

- How can we transform learning to have more of an impact?
- How does an organization create an engaging, impactful learning experience from the content side?
- Can one provider offer the necessary expertise, knowledge and experience to meet all content requirements?

Learnnovators as the Answer

There are a multitude of custom learning content creators in the market and each is relatively unique in the way they approach their work. Learnnovators' approach is working closely with their clients to create just the right learning experiences to meet their needs and not necessarily building what the client thinks they want. The framework they use to vet learning use case ensures the content is perfectly suited to drive the desired outcomes.

Not only are they committed to their clients' content, but Learnnovators is also committed to great learning design for everyone. This is why they share their knowledge and expertise through a newsletter and other outlets.

Many organizations would like to go deeper and farther with their learning by leveraging different modalities and interactions, but they may not have the staff, skills or resources to do it. Learnnovators partners with their clients to become an extension of the learning function. And that extension can be as small or as large as it needs to be. Whether it is creating a custom eLearning module or devising an entire strategy and curriculum, Learnnovators fits the need.

The content Learnnovators creates is visually striking and very easy to navigate. They focus on keeping the material engaging and impactful while keeping it free of clutter. Because each program is tailored to specific client needs, deployment and adoption are simple and quick, without the need to train the audience on the training.

Learnnovators also provides an LMS to deploy their content, as well as content from anywhere else. The simple, clean platform has all the necessary LMS functionality with a small footprint. It aligns well with Learnnovators' overall approach to learning — user-friendly, engaging and impactful. There is also an available library of ready-to-go content for common business topics, all built with Learnnovators' signature style and approach.

If there is any facet of the learning process an organization may be struggling with, large or small, Learnnovators can help.

Contribution Team:

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About Brandon Hall Group™

With more than 10,000 clients globally and more than 30 years of delivering world-class research and advisory services, Brandon Hall Group™ is focused on developing research that drives performance in emerging and large organizations, and provides strategic insights for executives and practitioners responsible for growth and business results.

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Self-paced certification programs. Virtual group sessions for companies. In-person conferences and summits.

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