



**ONLINE
TRAINING NEEDS
ANALYSIS**

“ *Massive thank you for all of your brilliant work. We've gained so much insight from all the data.* ”

UNDERSTANDING THE TRUE ORGANISATIONAL LANDSCAPE



PROBLEM

A common issue facing all organisations of any size is ensuring that their employees work in compliance with industry codes of practice.

Despite good intentions, such codes, procedures and policies can be long and complex, so learning and applying them daily in the workplace can be problematic.

As a result, code compliant behaviour can sometimes be compromised – even if accidentally.

The compliance team of a pharmaceutical sector client was challenged with ensuring that of all their employees worked compliantly within their Industry Code of Practice

They needed to assess the gaps in employee knowledge so that the appropriate learning interventions could be developed for up to 500 staff.

Contact us for more information on Leadership & Management training

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SOLUTION

Working with the Learning and Development (L&D) Lead within the compliance team, Bespoke were able to develop a comprehensive online Training Needs Analysis (TNA) that enabled gaps in knowledge and behaviour to be identified at an individual, team and organisational level.

Our Merlin platform was used to capture the data and present the results via an online dashboard.

This fully automated system ensured that the data was easily collected and the outputs instantly accessed and analysed.



RESULT

Compliance with company and industry codes of conduct is a vitally important issue for both the organisation and employees.

Breaches at any level can result in a wide range of penalties.

We were delighted to learn from the client that a number of successful insights and outcomes were identified as a result of using this TNA methodology.

These included:

The fully automated system minimised disruption to everyday work activities

Specific learning needs were identified for all individuals and teams throughout the organisation

The Compliance Team was able to provide employees with the right training, in the right way, and at the right time to ensure compliance in the future

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