

HR Learning and Capability Development



Fashioning Possibilities in Learning

Objectives



Our Mantra

Double the Reach, Connect, Rigor across formats, regions, roles and build capabilities

Quadruple impact, productivity, employee engagement, reduction in cost & loss of productive hours



Pathway

- Shift from efforts to Impact (ROI driven)
- Capability development across role holders/business
- Productivity - design and deploy learning interventions to deliver results
- Engagement - LEAD model → develop, appreciate, motivate employees

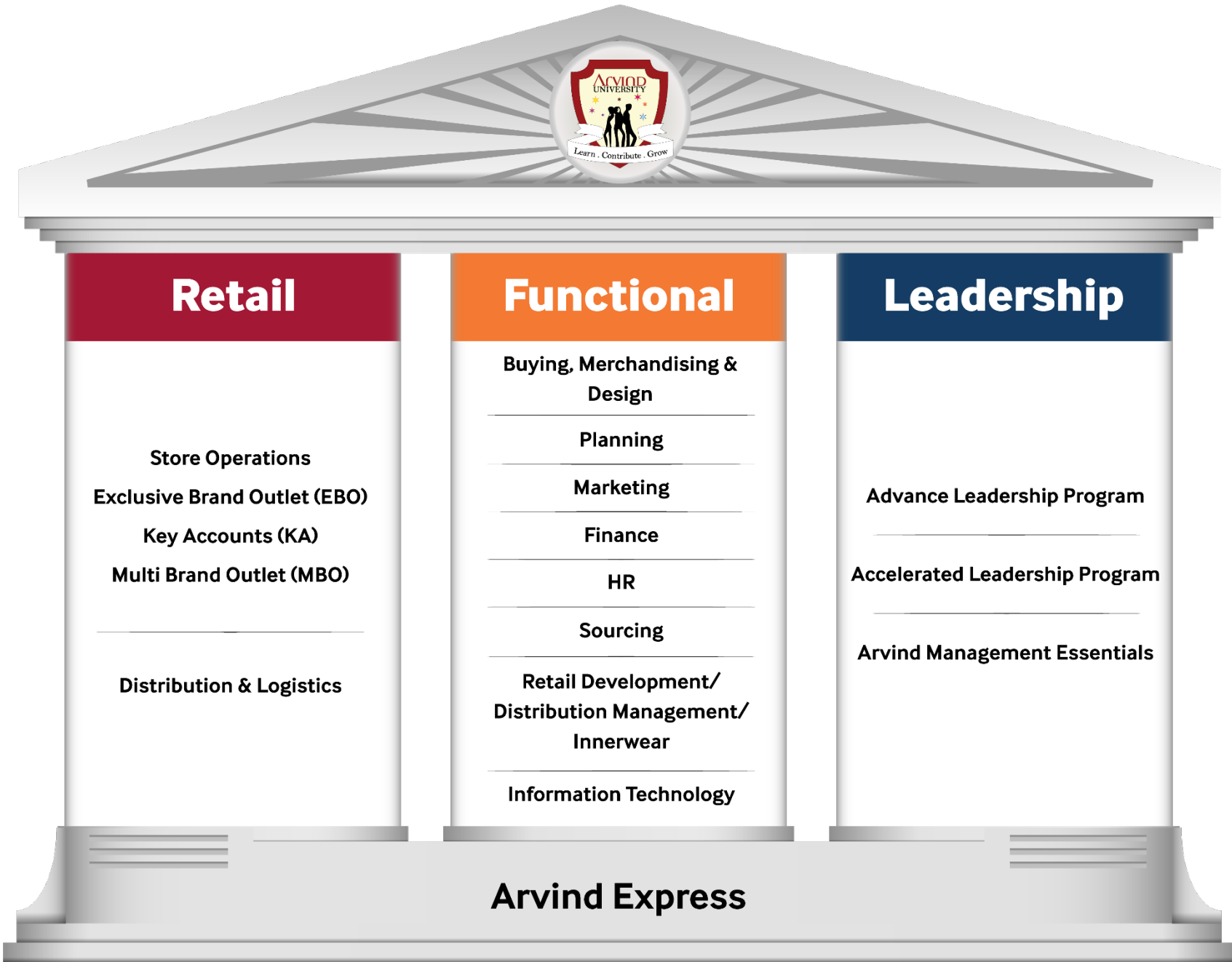


Forecast 2019-20

- Arvind University brand, ecosystem
- Capability development map across role holders
- Arvind Express – create talent pipeline
- Create pool of internal experts and learning champions
- Deliver ROI



**Arvind University
Architecture**



Guiding Principles



Outcomes before design



Beyond classroom learning



ABC learning



Bite-sized learning



Outside In and Inside Out



Drawing collective wisdom



Alternate formats of learning



We measure it to manage it

Learning Roadmap

Retail

Hygiene

- New Employee Orientation (NEO)
- L0, L1, L2
- Season (SS/AW)

Capability Development

- ADMD / ASMD/ ACMD Programs

Process & Tool Training

- Omni Channel Retailing
- X-Store
- Compliance Training

Business Projects

- Eg. Footwear Basics, Project Delta, Project Elevate

Arvind Express

- ADC Preparatory Training
- Assessment/Development Centres
- Individual Development Plan (IDP)

Functional

Role Based Capability Development Programs for –

- Buying Merchandising & Design
- Retail Planning
- Marketing
- Finance
- Human Resources
- Sourcing
- Retail Development/Distribution Management/Innerwear
- Information Technology

TNI Based Programs – Behavioral

Journey Programs

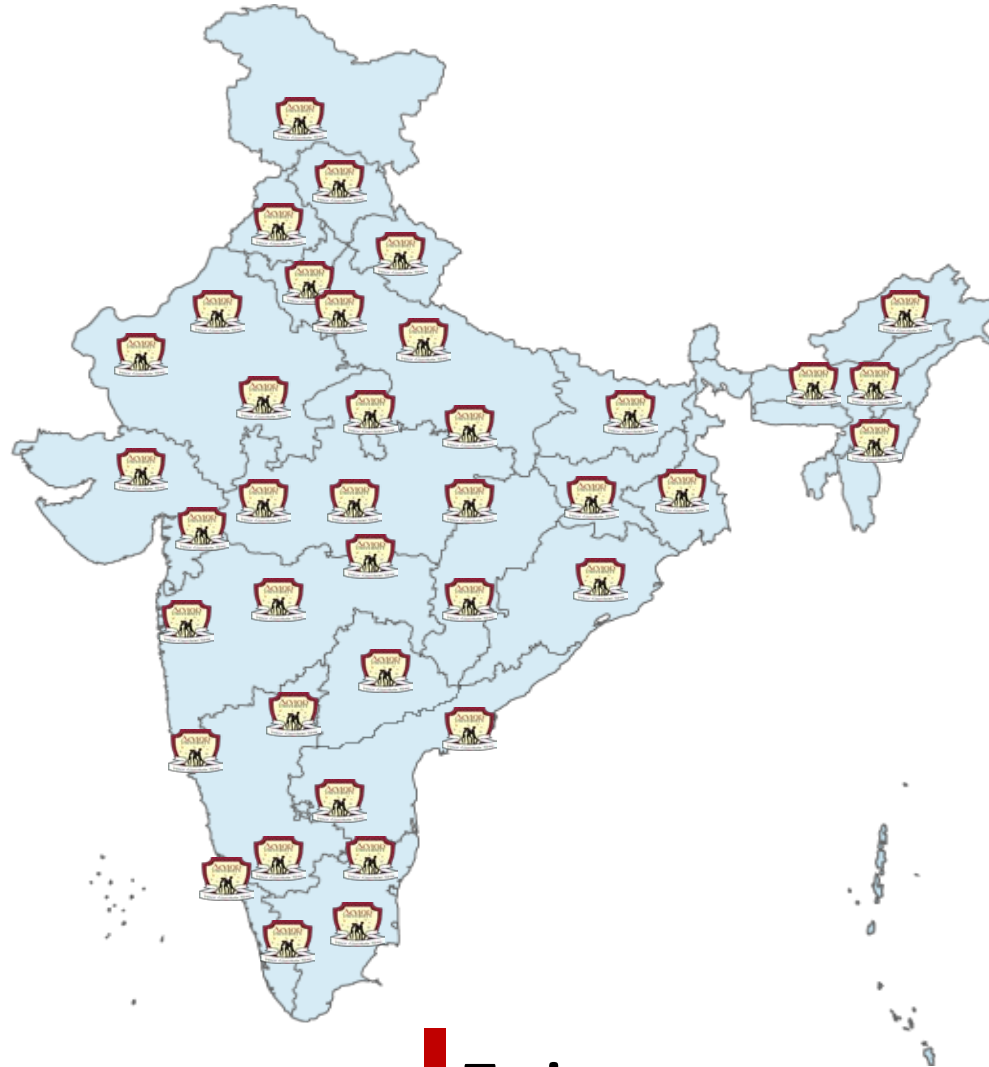
- UDAAN – Warehouse
- LEAP & SAKSHAM – Sourcing
- PRAGATI – Finance
- HR Capability Development

Leadership

Leadership Programs

- Arvind Leadership Excellence Program (ALXP)
- Grow Your Leadership Potential Program (GYLP)
- Arvind Management Essentials (AME)
 - First-Time Managers
 - Innerwear Business
- Management Development Programs (MDP)

iLearn | Arvind Express | Measure Impact



Infra

36 locations

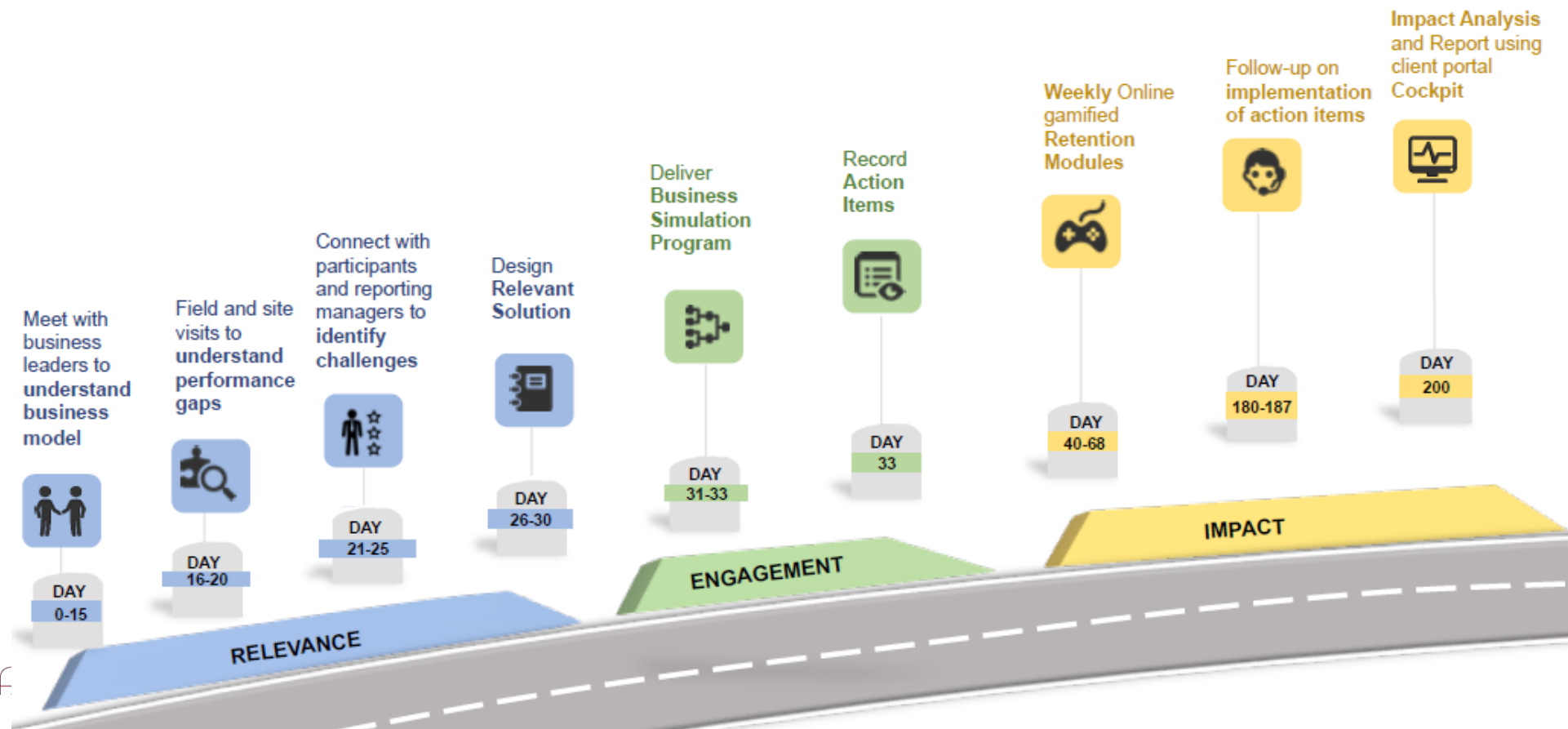
Content

NEO, L0 OJT, L1 OJT, Retail KPI

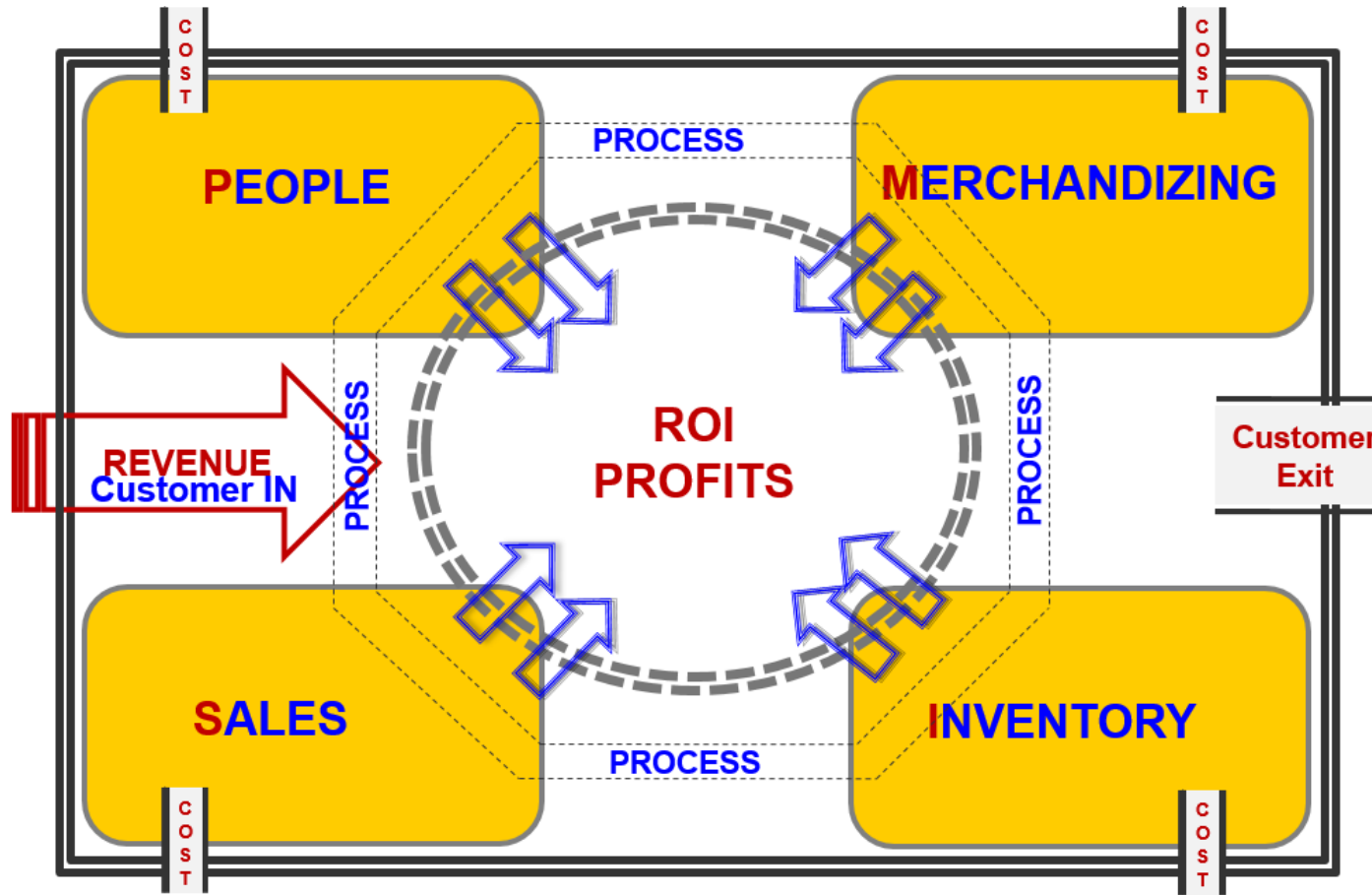
Trainer

95 retail trainers | 90 certified assessors

ASMD Construct



ASMD Outline



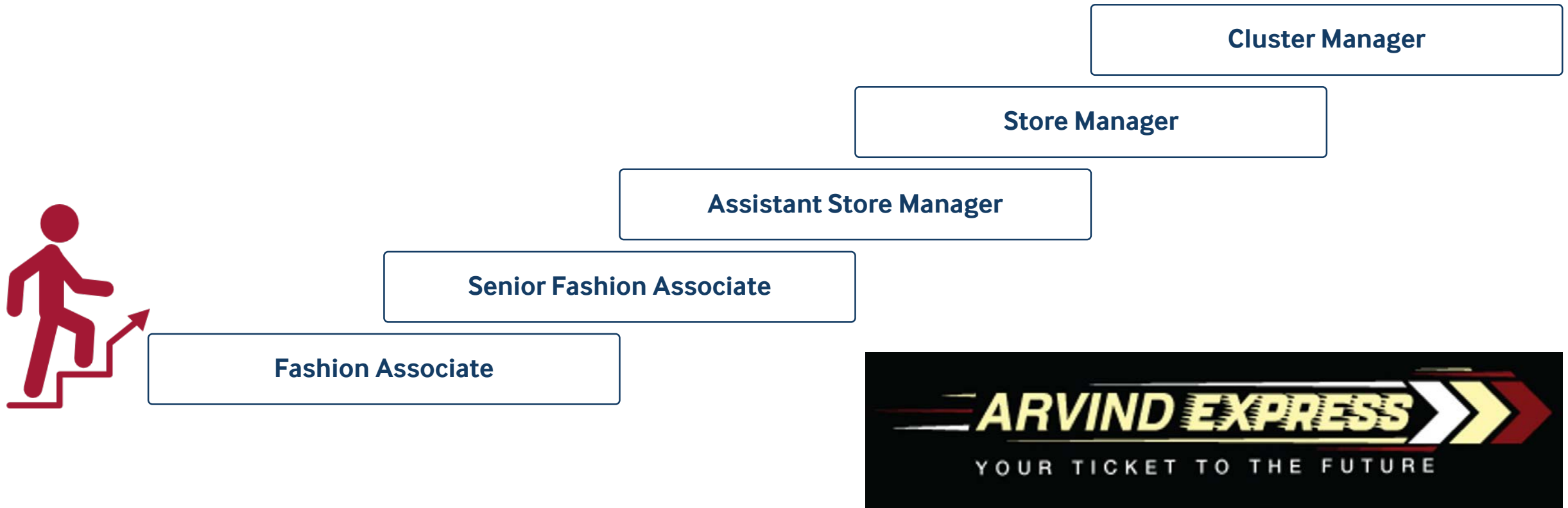
Making store profitable is SIMPLE

- Sales
- Inventory
- Merchandizing
- People
- Live for customers
- Ensuring process adherence

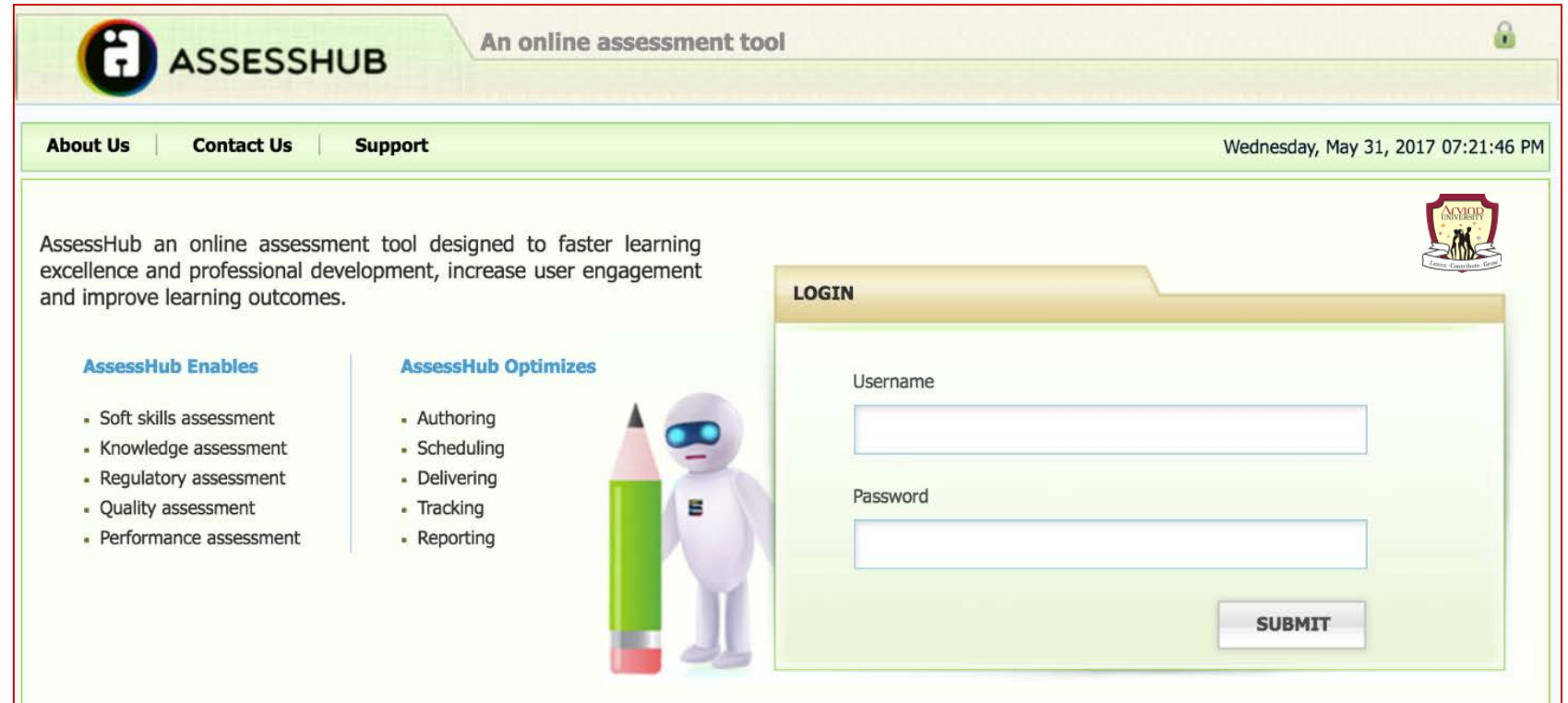
Simulation based learning

Arvind Express - Framework

Arvind Express is ALBL's career progression initiative for high performers to help scale the organisation levels.



Arvind Express - Assessments



The screenshot shows the ASSESSHUB website interface. At the top, there is a header with the ASSESSHUB logo and the tagline "An online assessment tool". Below the header, there are navigation links for "About Us", "Contact Us", and "Support", and a date/time stamp: "Wednesday, May 31, 2017 07:21:46 PM". The main content area features a description of the tool: "AssessHub an online assessment tool designed to faster learning excellence and professional development, increase user engagement and improve learning outcomes." To the left of the description, there are two columns of bullet points under the headings "AssessHub Enables" and "AssessHub Optimizes". To the right, there is a "LOGIN" form with fields for "Username" and "Password", and a "SUBMIT" button. A small cartoon character holding a pencil is positioned between the two columns of bullet points.

ASSESSHUB An online assessment tool

[About Us](#) | [Contact Us](#) | [Support](#) Wednesday, May 31, 2017 07:21:46 PM

AssessHub an online assessment tool designed to faster learning excellence and professional development, increase user engagement and improve learning outcomes.

AssessHub Enables

- Soft skills assessment
- Knowledge assessment
- Regulatory assessment
- Quality assessment
- Performance assessment

AssessHub Optimizes

- Authoring
- Scheduling
- Delivering
- Tracking
- Reporting

LOGIN

Username

Password

SUBMIT

Framework

Customized tools

Competency assessment

Digital talent pipeline

Reports



Nomination



Assessments



IDP



Results

Capability Development

B&M



Buying & Merchandizing

- Content - evaluation stage
- Simulation - under development
- Certification based

Digital Marketing



Digital marketing

- Preparing a digital marketing plan
- Improve ROI; metrics & analytics
- Building a digital brand

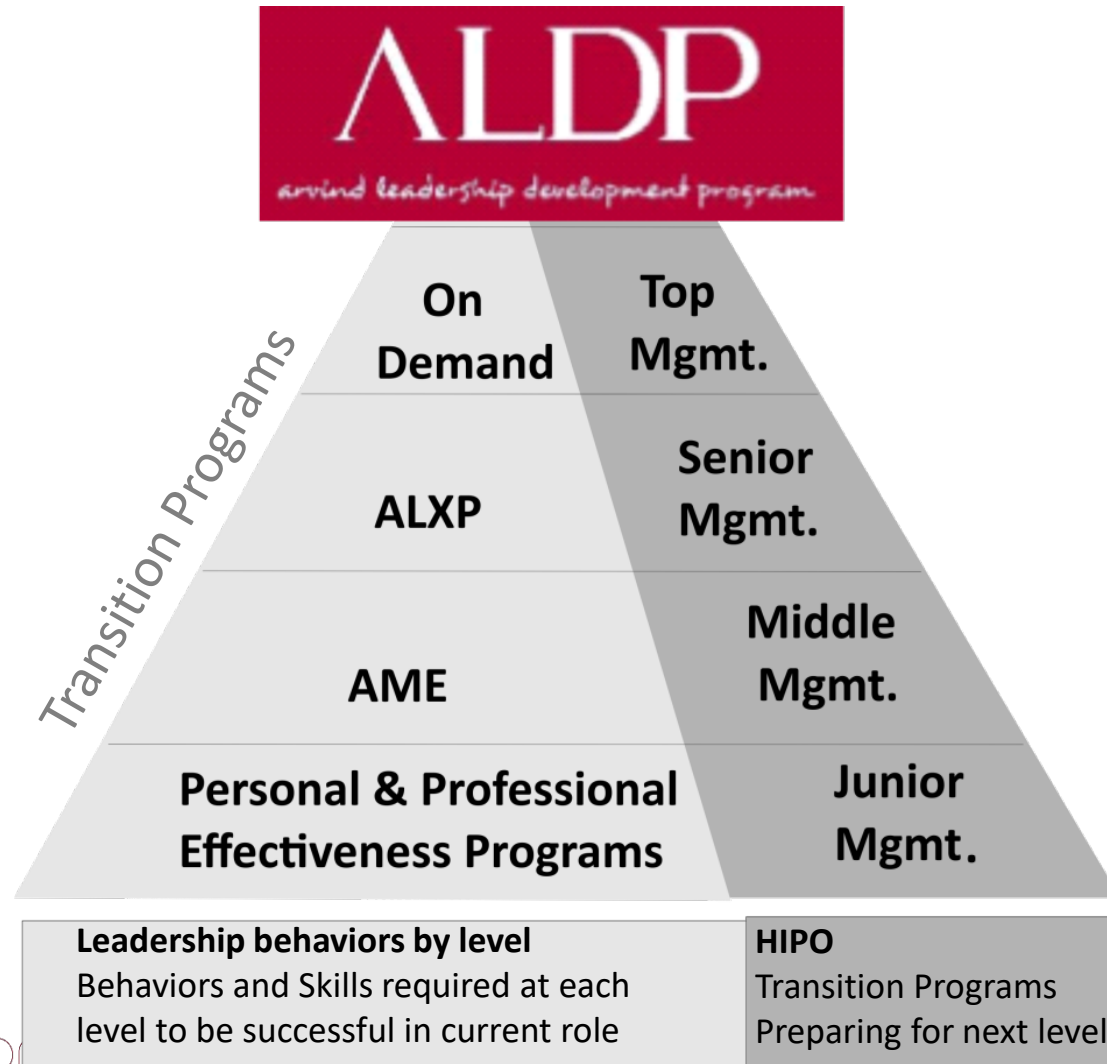
Retail Operations & Finance



Retail Finance

- Retail profit model
- Balance sheet
- Profitability drivers

Leadership Development Program



Leadership Development Programs

AME



Arvind Management Essentials

Completed 7 batches | 93 pax
85% completion across regions
Feedback: 3.7/4.0

Grow your leadership potential



DC for top/key talent linked to success profiles

ALXP

Arvind Leadership Excellence Program
(program design stage)



Going Digital – Learning Platforms



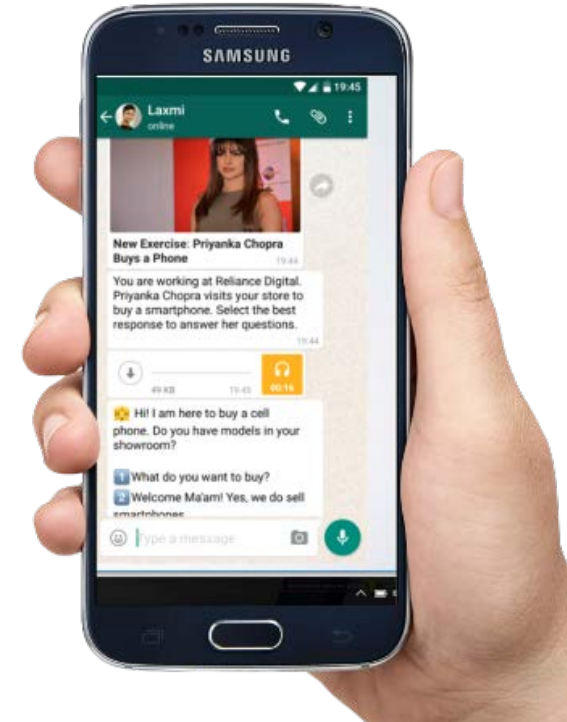
Digital Platform

- iLearn 2.0 in partnership with CrossKnowledge - a Wiley Brand; Global leader
- 20000 learning objects; World class content; MMTV series
- 100% mobile: learn anytime, anywhere



Retail Learning

- Learning Driven vis SMILES App





Digital Arvind University

Learn@will



20,000 learning objects

Quality content

Arvind

HOME MY ACTIVITY MY PROFILE

Home > My activity > MMTV_DEMO > Manage beyond knowledge and SK...

< Back Manage beyond knowledge and skills

Scott Snook
Harvard Business School

One of my earliest mentors in the military was Major Boyd Harris.

Add to favorites Share with a colleague Language: English

Arvind

Welcome Demo Arvind Life style 60 points, 1 badge

HOME MY ACTIVITY

Developing Critical Skillsets for 21st Century Organizations

Empower Inspire Dive Explore Build Enlighten

Learning Channels



Scott Snook
Harvard Business School



Isaac Getz
Stanford University



Manfred Kets de Vries
INSEAD



Adam Grant
The Wharton School



Charles Handy
London Business School

World-renowned Authors