

Purpose

“Companies that enjoy enduring success have core values and a core purpose that remain fixed while their business strategies and practices endlessly adapt to a changing world.”

-- James C. Collins and Jerry I. Porras



Your Career Academy enables your employees to stay grounded with the values and purpose of your organisation in a changing world.



People

“Motivation develops from within us, grounded in our basic human needs to develop our skills and capacities [Mastery], to act of our own accord [Autonomy], and to connect to others and to our environment [Purpose]... we are most deeply engaged, and do our most creative work, when we feel that we are acting according to our own will on behalf of goals we find meaningful.”

-- Deci & Ryan on their Self-motivation Theory (popularized by Dan Pink in Drive: *The Surprising Truth About What Really Motivates Us*)

With YCA, your employees can readily align themselves with your organisation’s Purpose through your business Mission, Vision, Values. This strategic approach can then be cascaded to all employees and partners.

YCA reinforces any training programmes and development streams to enable employees to achieve Mastery of areas that are vital to them and your organisation. Our modules help employees keep track of their development goals and up to date progress through dynamic charts and dashboards.

YCA supports the Autonomy of employees by providing all information needed in one online portal that is also compliant with all smartphones and tablets.

Processes

“87% of what is learned in a training session will be lost one month after the training programme. This is due to ineffective post-training reinforcement and monitoring by managers.”

-- Huthwaite Research

YCA integrates all your organisation’s processes into one platform. All training, e-learning modules and support material for virtual or classroom training is housed on YCA to enable easy access and retrieval. i-books and e-learning are easy to drag and drop into the employee’s own library.



Aligning People and Processes with the Organisation's Purpose

Your Career Academy provides a nimble user interface that is bespoke to the organisation. This online portal houses e-learning as well as all the materials and systems the client organisation currently use to monitor and improve performance (e.g. financial reporting, production metrics, employee performance ratings, development plans, training options). We can automate any existing paper-based processes within the site, too.

When an employee uses Your Career Academy, they:

- 01 See how their work and goals are connected to the bigger purpose of the organisation.
- 02 Have access to the information, processes and people they need.
- 03 Can therefore make better decisions, keep others appraised, and work more effectively.
- 04 Can easily enrol in and take online learning to further their development.

To help with your budget, Your Career Academy is provided on a monthly subscription basis, with upfront costs kept to a minimum.

Your Career Academy (YCA) is not only an e-learning platform, it is a nimble, integration platform for all your business systems and networks your employees need in order to excel in their work.

If your learning management system or HRIS does not do what it should, the YCA interface can either fill in the gaps, or replace the system.

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The system gives me the ability to be connected to the company as well as my development.

As a manager I can easily see and manage my team's performance.

Our employee engagement with key focus areas has dramatically improved.

Your organisation has invested in recruiting the **Right Talent**.

The **Vision, Core Values**, and **Strategic Plan** are clear.

And yet **Employee Engagement** is too low and **Performance Targets** are not consistently met.

As a Learning Professional,
you have the power to engage
and align the organisation...



**Lean Transition Solutions /
Your Career Academy**

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