



# LEARNING TO LEAD.

The Digital Potential.

## CASE STUDY

colt



### DIGITAL LEARNING – ENGAGING, FLEXIBLE AND EFFECTIVE – NOT JUST CHEAPER

(L) Rob Field, Head of Learning and Development

(R) Rafe Ball, Learning Innovation Manager

Colt provides a range of business-to-business information and communication services across Network, Voice and Data Centre services. It employs a cohesive, company-wide, 360 approach to MLD. It looks at what the manager is good at, what they need to improve and the solutions that best suit that need. Managers do not need to wait for formal training sessions, but can go directly to the virtual resource and begin their training.

This change in approach has not only been beneficial to managers, but has allowed Colt to be more effective providers of professional development. Rafe believes that while traditional learning classroom learning has its place, digital platforms have become more important.

Colt is trying to dispel the perception that digital is just the cheap option. If used

properly, it can be engaging, allow great flexibility for the leader, and be able to provide more effective solutions.

Decisions about whether training should be face-to-face or online are made through discussions with the business, depending on what will provide the biggest impact on organisational objectives.

While the majority of training may be done in the classroom, the majority of learning by managers takes place online. Rafe dismisses the idea that more mature leaders can't get to grips with the technology. "If there is engagement with the training, the age of the learner should be irrelevant. In fact, at Colt, there is a slightly older than average population for a technology company but managers are very comfortable using online platforms".

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