

Internal Academies

the scope, the use and the effectiveness

Our case study in KAFKAS

NEED
DREAM
HUMAN
HUMAN
DESIRE
HOP

the trends for L&D in 2020



the trends for L&D in 2020

- A positive learning culture
- One-size-fits-all training does not inspire commitment to the organization
- Use of the 70:20:10 model
- We need to reskill or/ and upskill the workforce in less than 3-5 years
- Employee experience will expand and elevate to human experience
- Data and analytics will become a strategic tool

over and above...

A sign on a white wall shaped like a pencil. The sign has a purple eraser on the left, a yellow body with the text "LOVE TO LEARN" in black, and a white pencil tip on the right. The background shows green bushes and a sunset sky.

LOVE TO
LEARN

Our story



what is learning?

our internal academies have
a clear positive impact in
creating a
positive learning culture
within the organization

our case study



What we ordinary do in Kafkas

- Tailor-made Introductory Training for newcomers
- High Potential Program for our junior talents
- Store Managing and Leading Essentials Program for new Store Managers
- Mentoring
- Internal Academies for Selling Skills or People Management



What's the common ground?

We seek for continuity and consistency



What's our aim?

A row of five blue paper boats is shown on a blue surface. The boats are arranged in a line, with the first one on the left and the others following towards the right. The boats are made of folded paper and have a simple, triangular shape. The background is a soft, out-of-focus blue gradient.

L&D team aims to become trusted business partners with other Departments before the roll-out of any training

What's our mission in our internal academies?

We offer tailor-made **learning solutions** rather than single one-size-fits-all trainings

The background of the image is a complex network of thin, light-colored lines that intersect at various points. At these intersection points, there are numerous small, glowing, spherical nodes. The nodes vary in size and brightness, with some appearing larger and more prominent than others. The overall effect is that of a dynamic, interconnected system, possibly representing a neural network, a data network, or a learning process. The lighting is soft and warm, giving the nodes a golden or amber glow. The lines are thin and light, creating a subtle grid-like structure that supports the nodes.

we love learning

thank you

