

... CASE STUDY

# Developing Confident Leaders with Blended Training at a Leading Maritime Manufacturer

## Challenge

Due to increase in demand for large shipbuilding contracts and a steadily retiring workforce, a leading maritime manufacturing company recognized the need to hire and upskill large numbers of operations and test supervisors quickly and efficiently. They sought support from GP Strategies® to standardize and create training materials to support a new leadership development program for operations supervisors to ensure that the future workforce was ready for the increase in contracts.

## Solution

GP Strategies, along with the client, designed a four-week, twelve-module blended learning experience for leadership development. The program included instructor-led and hands-on training, digital workbooks, eLearning modules, and additional digital resources. The learners participated in both group activities and individual assignments. All of these activities were focused on developing core skills, such as how to make safety and quality top priorities, plan jobs, execute work, conduct pre-job briefings, and interact with other departments in the shipyard.

## Business Impact

The leadership development program has made a positive impact for trainees coming into their new positions. Feedback was gathered, and 98% agreed that the training content was relevant, engaging, and provided insight into the new position. Enrollment rates have increased tenfold since 2020 with the expectation that the program will have up to 200 participants by the end of 2021.



I have used virtually everything taught in the course.

- Training Participant



## RESULTS

**85%** of graduates stated that the **training effectively prepared** them for their new position

**72%** of graduates felt the content was **critical** to complete **key job tasks**

**98%** of participants agreed that training content was **engaging** and **relevant**

