# **Section 1: Learning Practice**

**Identification of organisational learning strategies commonly employed by organisations (pick a company to research their induction programs and the impact on their employees), including an analysis of impacts on business performance (KPI? Also reflection on learning strategies and how it effects team performance. Go on itch.io)**

**Introduction:**  
In every company regardless of size, it has always been known that it consists of people that come from different walks of life, with diverse skillsets and ways to think. Therefore, it is important that we put a learning strategy in place that suits a diverse workforce and drives the ambition to improve and elevate themselves during their time on the job and off the job. To match our organisation’s strategic plan, we have implemented a practical learning strategy that works for both people already working with/in *Aberration Games* and people newly contracted to work with *Aberration Games* – which will be periodically updated according to external risks and factors, business performance and overall employee work satisfaction.

**Our Current Learning Strategy:**

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| *Induction and Onboarding* | In the art team, people who are unfamiliar with work at the art team generally are given a list of what programs to use and are taught how to work on their assets/tasks on the job in an efficient manner. New/junior hires are monitored on the job to evaluate performance in real time due to most of the art team is hands-on with work. |
| *Training* | On the Aberration Games’ cloud, there is a Powerpoint made regarding pipeline workflows and file naming conventions to keep development projects for employees to view and review. |
| *On-the-job Training* | The art team has a more practical, conventional approach where the more experienced team members keep an eye on the subordinates at the job. The process is to first observe, then correct and intervene, then finally assess their work. |
| *Programmed Instruction* | Most employees on Aberration Games mostly research topics that enrich our projects lore-wise or find art/programming techniques online to learn in our own time, sometimes on the job to try something new or off the job to diversify our portfolios or to introduce new elements into our games. |
| *Learning management system* | Due to the small size of our team, mainly learning progresses can be seen and done through sheer observation, but our main medium to track learning and training for employees is Clickup, which doubles as a task filing site to record work progress and a “clock-in, clock-out” site with an inbuilt timer, similar to JIRA. Employees can give feedback and advice on the work other employees have done. |

**Learning Strategy Implementation:**In retrospect to our Strategy Change Agenda – which boils down to both increasing business performance and being able to take on new hires whenever needed – it has been decided that a more hands-on, on-the-job approach is more practical, due to the aggressive, ambitious goals set. Moreover, there should be a one and done master training guide made for both new hires and current employees. The amendments to the current learning strategy are listed as below:

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| *Induction and Onboarding* | * All new employees regardless of discipline are given the relevant training documents to work around the game development projects, game engine, pipelines and file naming conventions. The only thing that splits the disciplines are the additional documents given, e.g. newly hired artists are given style guides and the art bible. |
| *On-the-job Training* | * Employees, especially new/junior employees will be coached on-the-job until the discipline leads deem them competent enough to meet company standards with ease. * There will periodically be a job performance evaluation done by the company and the employee themselves to reflect on their performance while on-the-job. |
| *Programmed Instruction* | * Employees are encouraged to learn new skills on and off the job, due to the fast-paced nature of development in the company. Sometimes, they will be required to document their learning progress on and off the job as reference to improve workflows and creative pipelines. * Provide formal training and annual reviews on employee’s performances. |
| *Learning management system* | * In addition to keeping a record of work and login times on Clickup, we will base their job performance on the annual review/development plan. |

**Business Analysis**

# **Section 2: Organisational Learning Strategy**

**After identifying learning needs, you will craft your organisation’s learning strategy. Writing your learning strategy will involve selecting the learning practices to employ, deciding on the technology to assist with organisational learning, and recording any additional policies and procedures around staff training and development.**

**Deliverables for this task are:**

* **an overarching learning and development strategy for your business**

**Your strategy will include:**

* **An evaluation of technologies to assist with organisational learning and their impact on learners and training techniques,**
* **A selection of learning practices to be implemented,**
* **Processes and procedures for allocating and managing resources, and staff required for implementation**

**Your organisational learning and development strategy will be developed (discussed and negotiated) as a team but written and submitted individually.**

* **a knowledge management system to retain all organisational knowledge generated in the course of conducting regular business activities.**

**Build one knowledge management system per team. Contribute to its development by using it to store and update any organisational knowledge you create - submit this as evidence for this task.**

**Aberration Games**