Model Case Study:

How a Construction Solutions Organization Used a GCC-Driven Learning Strategy to Scale Global Ways of Working

Imagine that **Company K**, a leading construction solutions provider with 25,000 employees across 15 countries, discovered a critical gap in **performance**. As they reviewed their operational and commercial performance, one insight stood out: Teams were not adopting digital workflows or routines at the speed necessary for their growth ambitions. Sales teams hesitated to engage with dashboards, frontline operations struggled to apply digital processes with confidence, and mid-level managers lacked visibility to coach and make timely decisions. What began as a digital sales challenge quickly revealed itself as a business execution challenge.

The Challenge

Company K recognized that their learning content was fragmented and their learning methods were obsolete, with content spread across multiple platforms. This was making it difficult for employees to build consistent habits or even to understand which capabilities mattered most to their roles. Their LMS was compliance-heavy and suffered from low engagement. Their employees were at various skill levels, but there were few personalized learning pathways tailored to address these differences and no visibility into domain-specific literacy levels across teams.

The result of this disparate learning ecosystem was:

- Slow adoption of digital workflows
- Rework due to inconsistent processes
- Under-utilization of provided analytics tools
- Managers making decisions with incomplete data
- Employees struggling to learn the organization's ways of working

The Solution: LXP Implementation

Company K drives the end-to-end initiative by **piloting with engineering teams, industrializing repeatable methods, and rolling out capabilities across global tech hubs and HQ regions.**

The approach focuses on:

1. Accelerating Engineering & Digital Maturity

Curated technical journeys help developers adopt modern architectures, CI/CD workflows, cloud-native patterns, and secure coding.

2. Boosting Technical Execution Confidence

Role-specific pathways (full-stack, backend, QA automation, DevOps) strengthen confidence in using internal APIs, writing production-ready code, applying automated

testing, and navigating observability and debugging tools to reduce errors and speed delivery.

3. Strengthening Technical Decision Intelligence

Content developed for the GCC includes scenario-based microlearning that uses real engineering decisions such as architecture tradeoffs, API design, branching strategies to reduce rework, improve prioritization, and increase alignment with product and design.

4. Standardizing Global Engineering Practices

The GCC establishes unified coding standards, API guidelines, DevOps playbooks, and workflow patterns, enabling consistent quality, faster onboarding, and seamless work-sharing between regions.

5. Reinforcing High-Quality Engineering Habits

AI-driven nudges in developer tools (IDEs, Git workflows, collaboration platforms) reinforce secure coding, testing coverage, and architectural adherence. Micro-challenges drive repeated, real-world practice.

Execution Highlights

- **Curated Learning Journeys**: Tiered pathways — *Basic*, *Proficient*, and *Advanced* for each domain
- **Integration**: Connected with existing HR systems, Microsoft Teams, and knowledge repositories
- **Microlearning Focus**: Bite-sized, scenario-based modules aligned to real-world tasks
- **Reusable Playbooks:** Consistent standards utilized across all sites

Impact

Within the first year of implementing Granulearn, significant changes can be measured.

6 months	12 months
Rework and reopened tickets drop by **20–30%** as engineers adopt standardized coding practices, improve PR quality, and apply consistent architecture patterns.	**Cycle time** and lead time for changes **improve** by **30–40%**, enabling faster releases and more predictable delivery across distributed teams.

Adoption of CI/CD pipelines **accelerate** across pilot squads, increasing automation and reducing manual deployment errors.	**Automated test coverage and pipeline reliability improves by 35%,** strengthening platform stability and reducing production incidents.
Usage of internal engineering assets increase by 25%, reducing duplication and improving integration consistency.	**Time-to-productivity for new engineers shorten by 40–50%,** aided by standardized onboarding, role-specific pathways, and GCC-developed playbooks.
Developer adherence to secure coding and observability practices increase, **reducing critical vulnerabilities** and enhancing debugging efficiency.	Global engineering hubs align to shared playbooks and best practices, **reducing variance in delivery quality** and improving scalability of digital initiatives.

In Summary

GranuLearn® serves as an engineering capability engine. It enables developers to adopt modern engineering habits faster, reduces rework, increases automation, and creates global consistency in how code is written, reviewed, deployed, and maintained. By embedding learning into the flow of development, Company K strengthens technical execution confidence, improves decision intelligence among engineers, and creates a scalable, high-performing engineering culture ready to support the next phase of digital and product growth.