We are absolutely thrilled you are interested to join us at Rohlik Group. By now we have spoken to you about your experience and personality in great detail. Next step is to find out how you tackle a task in reality.

**Learning & Development Specialist**

**Situation 1**

Our company has encountered a challenge in enhancing the perception and understanding of **Rohlik’s key ingredients** among employees. These ingredients are foundational to Rohlik’s mission and values, yet recent surveys indicate that employees across several departments have a superficial understanding of these elements, affecting their ability to fully integrate these concepts into their roles and customer interactions. This gap in understanding is especially pronounced among new hires, who are critical to the company’s ongoing growth and success.  
  
**Task**  
As a Learning & Development Specialist, you are tasked with creating a learning program aimed at deepening employees' comprehension and appreciation of Rohlik’s key ingredients. The objective is to ensure that all team members can articulate and leverage these ingredients in their daily work and external communications, thereby enhancing the overall brand consistency and customer experience.

**Situation 2**

During the recent **Talent & Performance Review process** at Rohlik, two distinct groups of employees were identified: one consisting of high performers and high potentials, and another needing targeted improvement plans. The high performers group is recognized for their exceptional contributions and potential for leadership, while the latter group has shown areas requiring development to meet Rohlik’s performance standards. Both groups require specific developmental attention to ensure their growth aligns with organizational goals.

**Task 2**

As the Learning & Development Specialist, your objective is to devise and execute distinct, tailored programs for both groups. Your plan should detail the actions needed, investment requirements, and key stakeholders involved, aiming to enhance the skill set of the improvement-required group and to prepare high performers for future leadership roles.

**Situation 3**

Rohlik has recently expanded its Learning Management System (LMS) offerings to include a wider range of courses aimed at enhancing employee skills across all levels. However, engagement metrics and course completion rates are lower than expected, suggesting that employees are not fully utilizing the system as intended.

**Task 3**

As the Learning & Development Specialist, you are tasked with optimizing the LMS to improve user engagement and course completion rates. Your plan should focus on making the LMS more user-friendly, relevant, and accessible to all employees, ensuring that they can benefit from the learning opportunities available.

**Supporting information:**

Company culture is critical for our success and is clearly defined by our Ingredients:   
https://www.rohlik.group/culture-code

If you still need more context, simply ask us.

**Format**

Result of the case study should be captured in a format of your choice that is easily shareable with us during the next meeting.   
Be prepared to present us the content in English and be mindful of time, each task should take max. 5 minutes to be present.  
We don’t need you to write essays, clear and consistent content is much more important to us. Please send us the presentation materials of your Case study 1 day prior to the meeting so we can review and get ready for the talk.