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.

**Group Head of Learning & Development**

**Situation**

We are currently present in 6 countries and have a headcount of over 5,000 FTEs. That includes blue collar people in Operations as well as people in all other business functions. We are using a learning platform LMS <https://www.talentlms.com/platform> and BambooHR a[https://www.bamboohr.com](https://www.bamboohr.com/homepage-customer/) as a main HRIS for all our countries. Our preferred video platform is Zoom.

**Task**

1. Make a proposal on how to organise online learning through the LMS platform in terms of content and targeted audience by function and level. Include functional, business and people skills. Please structure it so that it clearly shows how the delivered outcome is measured.
2. How would you design an annual performance and talent review process so that it covers all countries and feeds into succession planning? Pls indicate roles & responsibilities of People & Culture team to deliver these interlinked processes as a seamless experience with tangible results (team structure, who owns what, etc.).

**Additional Information**

* https://www.rohlik.group
* https://www.rohlik.group/culture-code

Should you need more information, just ask :-)

**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. 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 one day prior to our meeting so we can review it and get ready for the talk.