



The company, an early mover and leader in the edutech space, offers customized e-learning programs, certification programs, assessments, and evaluations to corporate organizations, PSUs, and government institutions. The firm also offers online global programs for leadership development and a learner engagement platform.

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LEVERAGING MERITTRAC TO MANAGE

TALENT DEVELOPMENT

A global leader in providing learning solutions

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The Challenge: To build a leadership talent pool within the existing workforce

The learning solutions provider's management wanted to identify and train existing talent within their workforce for managerial and leadership roles to boost internal growth. However, identifying appropriate employees in a short span of time was proving to be a challenge.

The management was looking for a skill development program that incorporated continuous, self-driven, and experiential learning with global exposure. It was also keen to encourage and develop intrapreneurship in the firm in order to give a fillip to innovation.

The linear career growth structure for employees at the firm made it challenging to identify suitable candidates with the required leadership skills. Also, a fair and unbiased assessment of the cognitive abilities and managerial success skills was required.

Outcomes

The MeritTrac team's transparent process won the confidence of the firm's employees and this was reflected in the fact that 80 percent of the candidates completed the Program.

- 28.7% increase in enrolments for the Talent Management Program
- 50% of the candidates were promoted after the program
- 15.7% increase in growth, expansion, and diversification projects after the Talent Management Program was rolled out.
- 31.5 percent increase in disruption or development of new products

Merittrac Solution: Talent Management Program

MeritTrac launched a Talent Management Program to build a pool of leadership talent, which included driving digital and blended learning methodologies.

- To identify and shortlist appropriate candidates from the nominations received, MeritTrac first administered a scientific Screening Test to assess cognitive abilities and aptitude.
- Next, MeritTrac administered a Behavioral Assessment to test for managerial potential. This assessment is meant to be a detailed guide to a candidate's strengths and weaknesses and areas for improvement.
- The scores received were compared with those of MeritTrac's global talent pool and candidates received a detailed analysis of their scores and percentiles to help them understand their performance better.
- Tained mentors from within the workforce coached the candidates and were invested in their success as future leaders of the company.
- Finally, panel interviews were conducted to arrive at a final list of successful candidates.

The Global Learning Solutions Provider has succeeded in staying in the forefront of learning by combining decades of experience with digital learning tools and platforms. The Talent Management Program has also helped it build a talent pool which is abreast with global management trends and intrapreneurship and possesses the cognitive skills to lead in the digital world.