



PCCoaching

Mobile
Classrooms
Designed For
Learning

Case study: Carillion

CARILLION CONSTRUCTS SEAMLESS ORACLE TRAINING CAMPAIGN

PC Coaching support role ensures successful training delivery to 2,000 line managers

Need

- A leading player in the provision of support services to the construction industry, Carillion plc employs over 23,000 staff at office/managed sites UK-wide.
- Delivering a major programme of business process re-engineering involved outsourcing of many HR/finance processes.
- The company implemented a suite of Oracle11i HR and finance modules for use by the 2,000 strong line management team, plus internal HR/finance/commercial specialist teams.
- Ten mobile classrooms (PC Coaches/PC Pods) supplied by PC Coaching were used to complement Carillion's internal training facilities.

Solution

- The Oracle 11i implementation was structured as a 'big-bang' approach - Carillion sites/teams simultaneously went live with Oracle systems on same day.
- Awareness presentations were made to staff prior to training programme.
- Learn-it's (PC Coaching's training partner) role was to deliver a suite of Oracle training modules two day line manager course for all staff, HR/finance/commercial specialist modules) over nine weeks.
- This featured preparing a 17 strong team of trainers/team leaders, and the need for 10 mobile classrooms (PC Coaches/PC Pods) supporting Carillion's internal training facilities.
- Around 15 training events took place every day in 22 locations across 15 different geographic sites, with the mobile training rooms moving from site-to-site.
- Access to the Carillion IT network and Oracle applications was available at all training sites.

Result

- 620 training days delivered over nine weeks.
- 85% of participants considered they were 'mostly'/'fully' equipped with basic knowledge/tools to use Oracle applications whilst 88% understood impact the project would have on how they work.
- Carillion's Oracle 11i user community fully trained in time for project go-live date.
- Carillion scaled-up its training capability seamlessly supporting project requirements.

Dean Smith who heads up the Carillion Academy, the organisation's learning and development team:

"The Oracle training roll-out campaign was a complete success from the Carillion management perspective and that of the delegates who participated. With so many staff in so many different locations, logistically, it was a complex training project.

"This was our first opportunity to use this method of mobile training delivery to our staff. It proved the ideal solution to reach them and enhance their skills. It was considered most successful by everyone involved within Carillion. PC Coaching enabled us to meet our training objectives to time and budget."



Call 0845 665 0733