

Learning at Scale: A Case Study

# Building enterprise capability through an integrated learning ecosystem

International Learning Day 2026



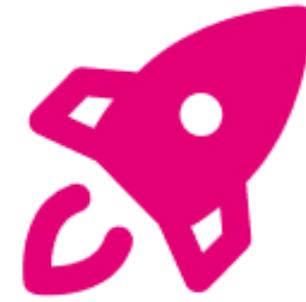
16K+ learners



109K+ learning hours



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## Learning in our DNA

**As organizations navigate rapid change driven by AI, cloud, and digital transformation, L&D functions are following our guiding principle i.e., *Stay Curious & Grow* :**

- Scale learning across diverse roles.
- Balance depth of capability with breadth of access.
- Move beyond fragmented training to sustained learning systems.

This case examines how learning was architected as an enterprise-wide capability.

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## Learning at Scale (The Numbers)

**Scale & Participation : Learning operated at scale without disrupting business operations.**

- 16K+ participants engaged in structured learning
- 109K+ learning hours delivered
- 6.6 average learning hours per participant
- Learning delivered through:
  - Digital platforms
  - Instructor-led programs
  - Immersive journeys
  - Leadership and compliance learning

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## The Learning Ecosystem

### Learning was intentionally diversified:

- **Digital Learning Platforms**

4.5K+ learners | 13K+ hours | Enabled always-on, self-directed learning

- **Technical & Future Skills**

AI, Cloud, Data, DevOps | 23 Microsoft topics: 21K+ hours | Deep skilling through structured academies

- **Enterprise Learning Initiatives**

Festivals, community learning, immersive journeys | One immersive program alone delivered 41K+ hours

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## Outcomes & Learning Value

### What This Enabled

- 78% of total learning hours aligned to capability-building priorities
- Strong adoption of continuous, self-driven learning
- Concentrated investment in future-ready technical skills
- Leadership development embedded as a performance enabler
- Learning shifted from events to a system-level capability
- Impact was driven by ecosystem design, not volume alone.

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