

# Digitalising training and talent development

TalentMiles, established in 2017, offers a new approach to in-company training combining digitalisation with learning InRealLife. The WebApp created by TalentMiles accelerates change and cuts costs from the change process

- Our approach includes a game-like application, which helps participants to learn through doing and experience rather than by being told what they are supposed to learn, says **Annika Häggblom**, Learning coach and co-creator at TalentMiles.

- For example, our leadership-training includes leadership activities that are completed as part of the leader's everyday work with the team. We do not provide exercises, but all learning is based on real work and thus involves learning by doing. This approach can be applied for the development of leadership and strategy, for change within the organisation, or for the introduction of new employees,

Unlike to traditional e-learning, TalentMiles activates the participants and encourages them to learn in a group. The TalentMiles App is practical and fun and it supports personal development in a team, Häggblom says.

## Engaging a larger crowd – for faster change, at lower cost

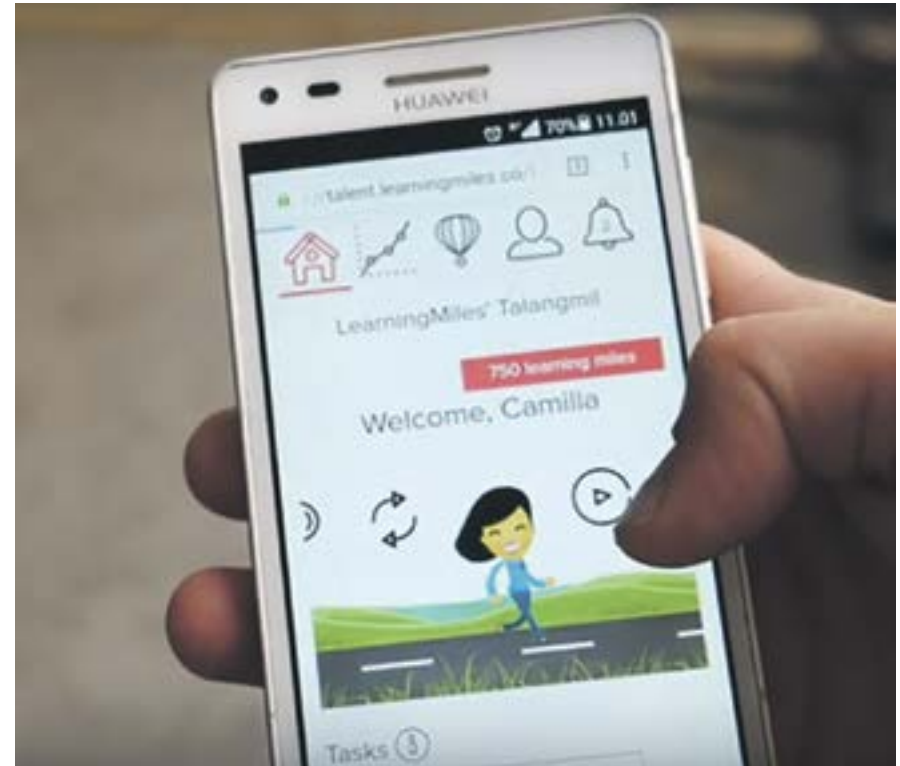
Digitalisation enables training in larger groups, and training is thus no longer the privilege of a chosen few.

- When training becomes independent of time and place, it is also much less expensive. This way an organisation can involve a much larger group of people in the process. A course that used to cater for ten participants can now be carried out for 200 people, Häggblom says.

In addition to economic benefits, the digital leap in training means more time for smarter things.

- With fewer travel-days, people have more time to spend at home with their families. It is also beneficial for the work community that leaders are with their teams instead of spending time at off-sites and conference-hotels, Häggblom adds.

At the moment, the Metso corporation, a global leader of automation



and mining-machinery in its field, is completing its third leadership programme with TalentMiles, involving participants on five different continents over eight months. Without TalentMiles it would have been very expensive to bring these leaders together in a traditional leadership-programme.

**Learn more about the TalentMiles-webapp:**

[youtube.com/watch?v=vowWPXQtAGa](https://youtube.com/watch?v=vowWPXQtAGa)

**More info:**  
[talentmiles.pro](https://talentmiles.pro)



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