



78 Targeted Training Topics were approached through a Learning Cluster Design Strategy, building a norm of a Continuous Learning Culture.

Impact

78 Training topics redesigned as Learning Clusters creating a continuous learning culture!

Unintended Benefits

- New L&D systems to scale modern learning programs
- L&D customers ask for more than training

Resources

12 Months
2 L&D lead designer

THE CHALLENGE

Because the Gorilla Glue Company is expanding, more people need onboarding, upskilling, and leadership skills. When the L&D department surveyed the leadership on what they needed, the response was typical. Management, after narrowing, wanted 78 training topics and they wanted it within the year.

THE DIFFERENT APPROACH

Traditionally, when given a laundry list of topics, L&D goes straight to their go-tos. It's overwhelming to figure out personalized learning assets for that many problems when you don't have a strategic process!

With Learning Cluster Design, the L&D team was able to look at the training topics both individually and across the whole, designing infrastructure and individual learning clusters.

“Employees at the Gorilla Glue Company, see they can learn with or without a formal course—it’s their choice.”



CASE STUDY

78 Targeted Training Topics were approached through a Learning Cluster Design Strategy, building a norm of a Continuous Learning Culture.

THE SOLUTION

Using Learning Cluster Design for more than one training topic requires new structures that scale across L&D.

In partnership with IT, they created their own version of a learning cluster page, showing the calendar of upcoming training events as well as a curated set of resources for building skills on the 78 topics.

Resources under each skill area were categorized as “Read,” “Watch,” “Attend,” or “Do.” All learning assets were linked for easy access.

Additionally, to ensure employees invest time in their learning goals, L&D sends out the monthly training event calendar with a WHYLL reminder: What have you learned lately? With prompts and support from L&D, employees and leaders alike are learning to be part of a continuous learning culture.

ONE OF MANY NEW LEARNING CLUSTERS

Contractors are regularly brought in to Gorilla Glue production to help with peak-capacity orders, but don't have a strong understanding of the work. L&D's learning cluster design involved a set of very short pre-employment videos for contractors as a learning asset. To make content efficiently, they got the line leads involved in the video scripting and recording. Videos highlight the process flow, safety, performance expectations, and the department's value to the organization.

THE RESULTS

Reduced turnover of frustrated line leads, who are responsible for contractor training.

Contractors are more eager and confident to start work.

Line leads are even more energized because they contributed to this learning project