



Learning Partnership Programs



Largescale Collaborative Partnerships
that foster organizational success



361° Varsity Snapshot
Partnerships for Building Excellence

361° Varsity

Learning Partnership Programs

361° Varsity Overview



Business leaders, learning heads of organizations are constantly facing mounting challenges in their mission to prepare their workforce for the changes of today and an extremely demanding future. Sometimes implementing their mandates in quick time across their global offices or employee network becomes critical to the health and functioning of their enterprise.

We at 361DM took our first step in this direction way back in 1997. And now with a profound understanding of adult learning principles and state-

of-the-art technology to deliver learning, we are ready to partner organizations on a large scale in achieving their learning and development goals.

361° Varsity provides vast space for the business leaders and learning heads of organizations for garnering collaborative partnerships with 361DM. Some such probable partnerships are indicated below:

Designing and delivering courses in emerging areas

The world around us is changing faster than ever before. Newer technologies, newer ideologies, newer ways of working have come to define the corporate world that the workforce is a part of. Be it a new technology that is shaping your business or a new customer making a demand on your processes or simply a change in practice - requires quick and effective response. We enable organizations by designing courses in emerging areas, and delivering them to workforce to keep them in-step with the change.

Effectively teaching critical competencies

A few core competencies are required for the entire workforce of the organization. Training departments are working constantly to ensure their workforce is in-step. There are two challenges for the business leaders here. One, these training programs need to be dispensed globally to different groups in different locations, creating a logistics and cost control nightmare. Two, they have to constantly cope with shortage of quality faculty / trainers. Though e-learning may sound as a

solution, but it is far from effective, hence not an enduring solution. We partner with organizations in solving this problem for some of their critical courses, by adopting blended learning approaches for effective training, without having to worry about geographically spread out workforce, or quality of training faculty.

Partnering from awareness to deep internal change

While the conventional learning mandates get referred to learning experts, there are whole range of other mandates in an organization that have lighter shades of learning but still need to be treated as learning agenda. These shades are - creating awareness among the workforce, making them practice something, ensuring compliance of a new process or system, etc. We offer solutions in blended learning that can deal with these lighter shades (on the spectrum of learning) and help organizations accomplish such learning mandates cost-effectively, quickly, and impactfully.

Delivering 'induction' with a touch of excellence

Recruitment has become an all-year-round activity in today's fast paced world. Yet, every occurrence of recruitment has its own footprint - few people or a large group, fresh graduate or experienced employee, for specific function or

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multifunctional, at a national level, global level, at headquarters, at regional offices, or at remote locations. Regardless of the footprint, every such occurrence is followed by an induction program. We partner with organizations in their induction activity, through our solutions that make it flexible, scalable, and effective. No matter how frequently recruitment takes place, the new joiners seamlessly and smoothly get inducted into the organization through standardized system of knowledge dissemination, value compliance, and assessment.

Reinforcing organization culture and values

Organizations that deliver high performance consistently focus a lot on building organization values in the workforce and creating a unique and enviable culture. Training departments do their bit in managing the 'knowledge' component of this mission. But culture building needs continuous effort instead of seasonal or start-and-end activity. It is a process of knowledge dissemination, implementation, compliance, measurement, and reinforcement. We partner with organizations in achieving their values and culture building goals through our solutions that are scalable, high on excellence and control.



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Harnessing i-meta



Emerging technologies have enabled large scale access to education like never before. Internet, i-pods, mobile phones, television - every medium is ready to take education to anyone who wants to reach it. Access is achieved, thanks to technology. But, the core issue in remote learning cannot be solved with technology alone. Just digitizing written material or using technology to play recorded conventional classes or handing over

programmed lessons in CDs, are not enduring methods of scaled education. Without effectiveness, any system is bound to fail. Technology is just an enabler, a carrier.

How are we achieving High Excellence?

We understand the science of learning

Learning is not an event but a process. It involves steps like building awareness, acquiring knowledge, and understanding, applying, refining by trials, and making creative extensions. For imparting learning on this spectrum, our learning programs are designed along scientific principles by learning experts.

There are different kinds of learning goals, different learner profiles, and different contexts. Accordingly, our programs adopt different learning dynamics, processes, rigors, treatments, and human interventions. We understand all these differences and know how to deal with them, and hence we are able to deliver excellence.

We understand the intricacies of remote learning

Critical factors of remote learning - learning effectiveness, learner motivation and drive, human guidance by observers and E-Coaches, interactive learning with peers, performance tracking, benchmarking and feedback, learning transference (retention and application) - need to be scientifically addressed. Else the more you scale, the more you lose out on excellence. We understand both scale and excellence in remote learning.

We achieve excellence by following our Adult Learning Guide and Remote Learning Manual for designing and delivering our learning programs.

How are we achieving Large Scale Access?

We achieve scale through our own delivery platform called i-meta. I-Meta is our state-of-the-art, unprecedented proprietary technology that has an intuitive and flexible interface. It seamlessly delivers our innovative and inventive programs across any scale with a variety of human interventions as desired. Thousands of learners together can undergo sessions, live learning, expert interactions, group interactions, observer interaction, variety of assessments, coursework, customized knowledge resources, schedule call with experts and so on.

Contact Us

If you require more information on any of our programs or have a specific question, request or concern, please contact us and we would be happy to respond. **Call us** at +91 91766 79710 or **Email us** at post@361dm.com

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