



## From Outdated to Engaging: How Paragon Corp Transformed their Employee Learning Experience

Company Size

10,000+

Industry

Cosmetics

Founded

1985

Headquarters

Indonesia

Website

[www.paragon-innovation.com](http://www.paragon-innovation.com)

For over 40 years, **Paragon Corp** has been a leading player in the Indonesian beauty industry, offering customers **over 1,600 homegrown cosmetics**. As one of the **largest beauty companies** in the country, Paragon Corp has built a **reputation for delivering high-quality products through their end-to-end launch process** that includes ideation, production, and distribution.

Paragon Corp commitment to excellence extends beyond just their products. The company places great importance on aligning with its primary mission, which involves **prioritizing the development of its team members, referred to as Paragonians**. Through continuous learning and development, Paragon Corp is positioning itself for continued success and grow together in the competitive beauty industry.

### The challenges

#### Challenge #1

Paragon Corp's LMS was outdated and self-hosted, accessible solely through the tech team, leading to inefficiencies and wasted time. Additionally, it had poor integration with other systems such as MOOCs and HRMSs.



## Challenge #2

The system's primitive interface and lack of user-friendliness made it difficult for employees to engage and participate effectively, especially when it came to maintaining offline training activities. .



## Why disprz

Paragon University, the strategic learning entity of Paragon Corp, prioritizes promoting a self-driven learning culture through tailored programs like Open Class and Meet the Expert. Paragon Corp built directorate academies to focus on enhancing capabilities through technical skill learning. They also built their digital learning through Podcast Leader's Journey and Paragon University's Youtube.

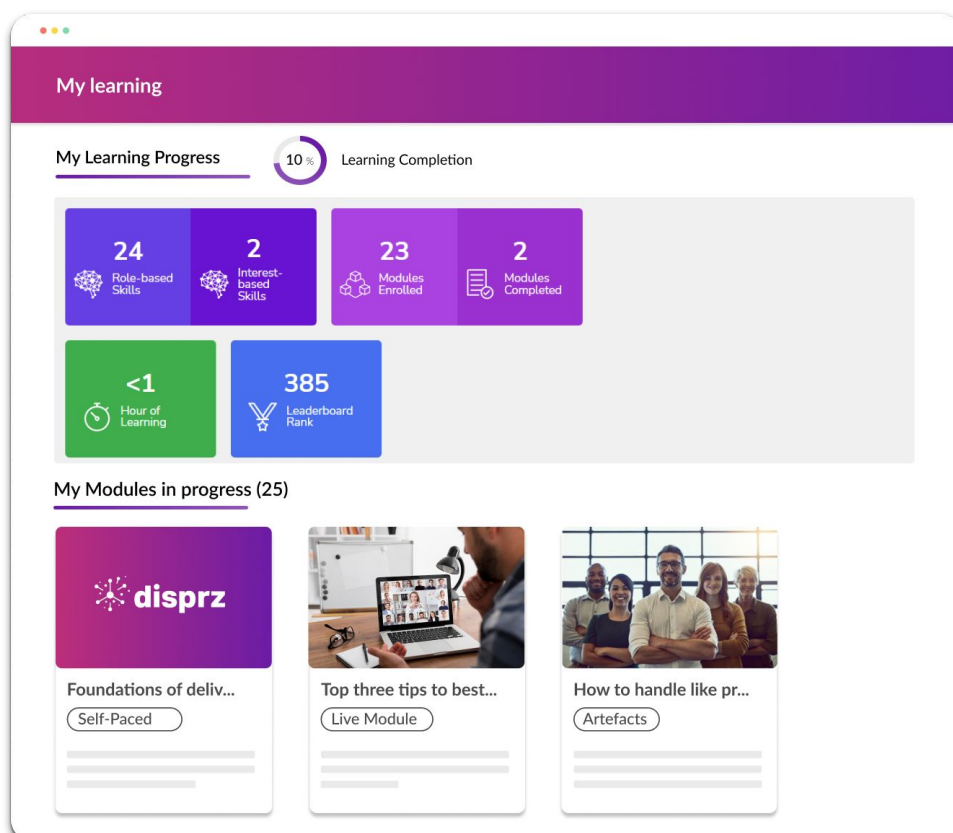
To further enhance learning and development, and establish an efficient Knowledge Management system, Paragon Corp has partnered with Disprz. This cloud-hosted platform offers a range of integration-friendly features that benefit L&D leaders and foster continuous learning. With Disprz, Paragon Corp can optimize skill development and engage employees through interactive tools.

## The solution

## Key features

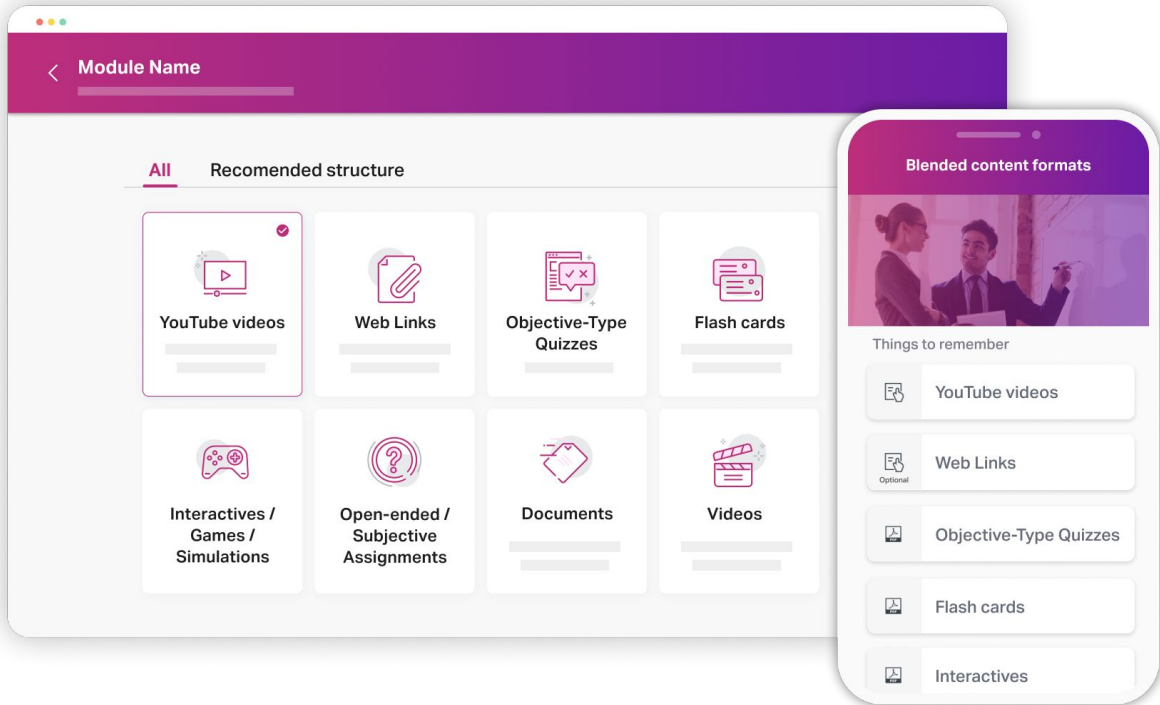
### Accessible training content to drive impactful learning

Disprz learning progress creates an engaging user experience by **showing users their progress as they learn.**



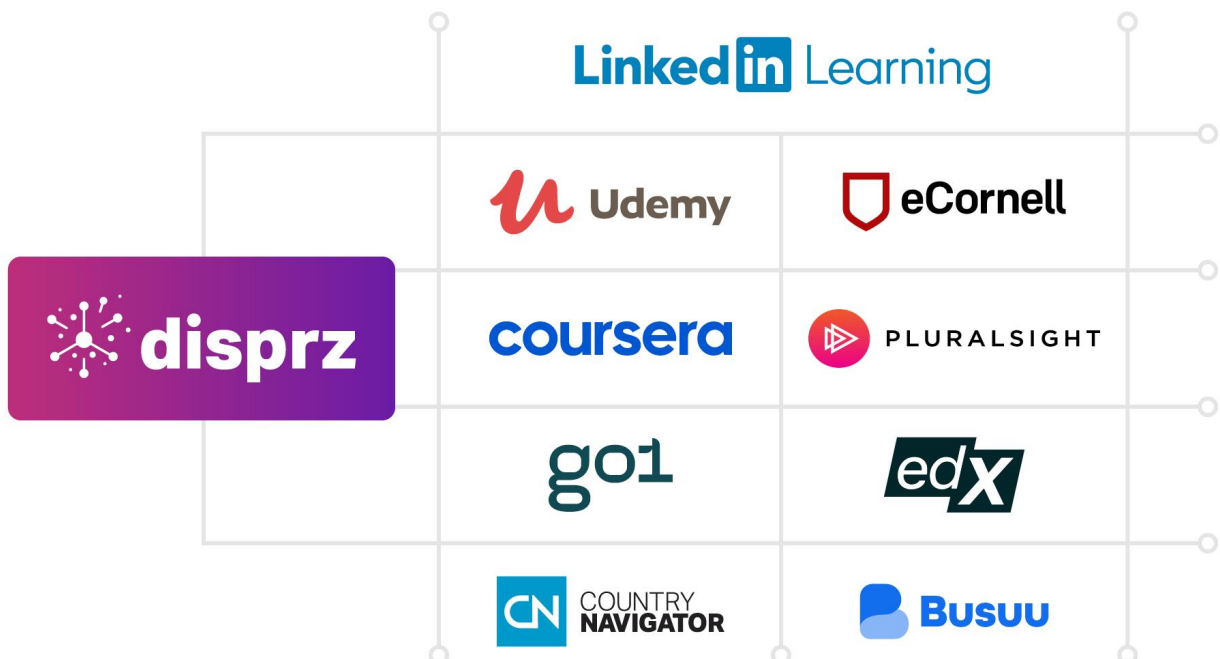
## Rich content authoring through different formats

Organisation-specific content tailoring and authoring was possible with inbuilt, new-age tools. With quizzes, Paragon University could effectively assess the knowledge levels of employees.



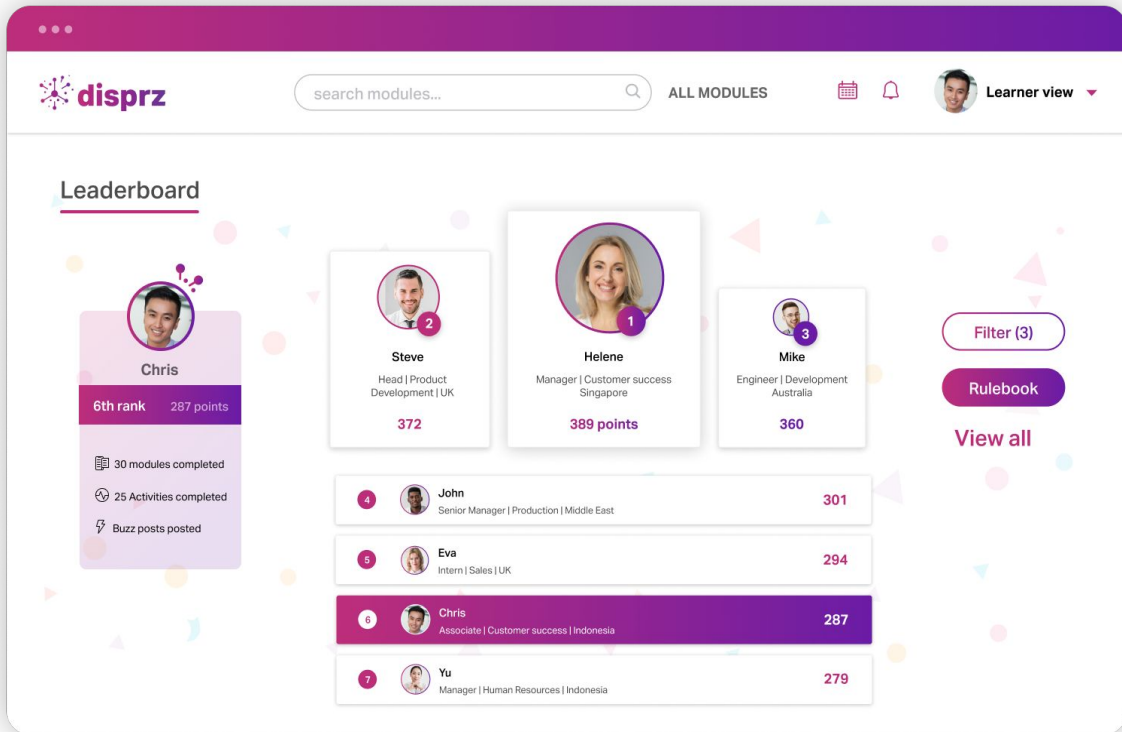
## Content aggregation and curation from diverse sources

Disprz integrates content data from various systems creating a **single sign-on platform that unifies and curates content**. Paragon University integrates content from **Opensesame** so that users could learn skills with the most relevant in-demand content.



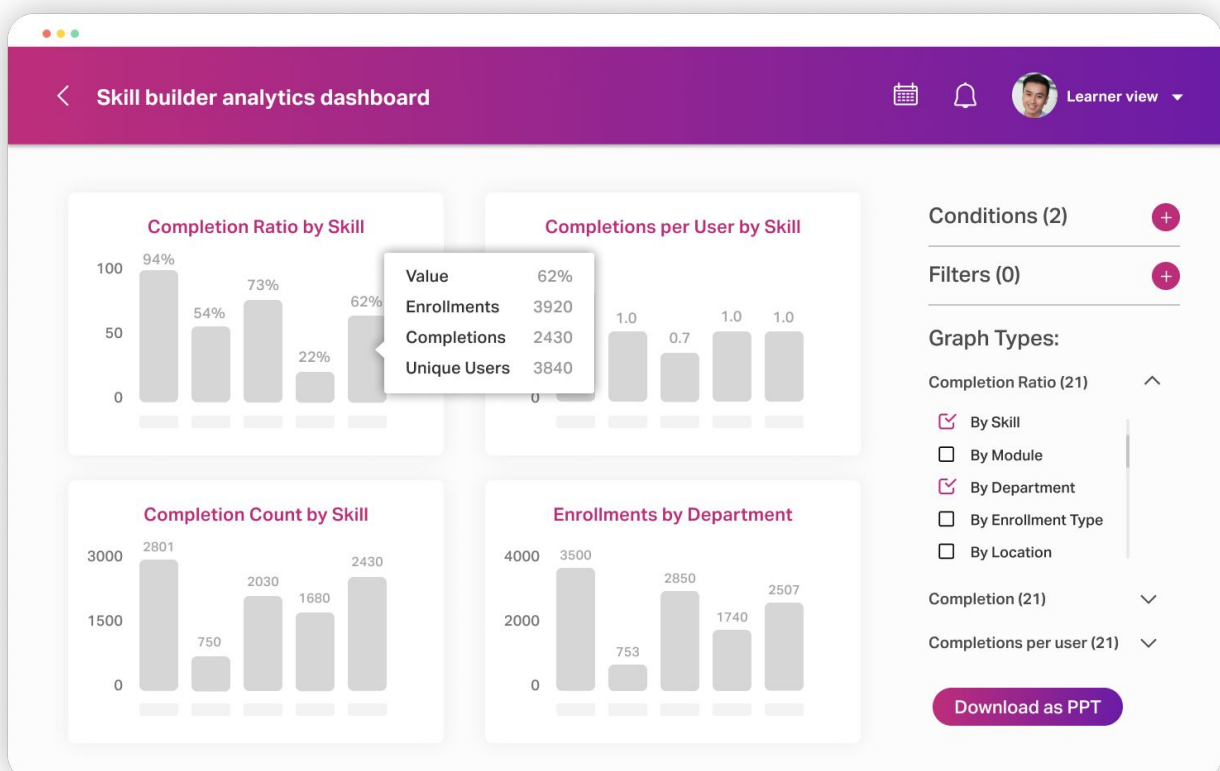
# Increased engagement and adoption with gamification

disprz **leaderboard and contests feature** makes it easy to drive a **continuous learning culture** as well as a **rewarding experience**.



# Advanced analytics to assess learning impact

disprz analytics helped administrators track real-time progress on **learning, engagement, and adoption** to understand effectiveness of l&d programs.





# The results

Paragon Corp's implementation of disprz's platform has significantly impacted their ability to effectively train employees. The platform's user-friendly interface and engaging features have led to **higher employee engagement, with an average time spent per employee per month of 83 minutes**. Paragon University is able to easily reach employees with the training they need, and to track the efficacy of that training at a glance.

The **benefits of disprz's platform are not limited to specific departments within Paragon University**, as it helps across all areas of the company. Whether it's the research & development team, business development team, or human resources, the platform enables the development of essential skills and bridges skill gaps through interactive content like flashcards, quizzes, and more.

Paragon University has been working closely with the disprz team to ensure that they are maximizing the platform's potential. In the near future, **Paragon University plans to leverage the skilling features offered by disprz to define the skills necessary for their roles, create benchmarks and develop these skills as well as integrate with HRMS to bring in performance data.**

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Employee learning & development at Paragon Technology & Innovation focuses on building soft skills like time management, leadership and a problem-solving mindset. We have partnered with disprz as it's a user-friendly learning platform that helps track & monitor user progress. It has helped us elevate our learning & development ecosystem with access to diverse content relevant to us.

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