PETRONAS

disprz

Unlocking the Algorithm of an Emerging Agile Leader in Corporate Training:
PETRONAS' winning strategy

Company Size	Industry	Founded	Headquarters	Website
50,000+	**Energy**	**1974**	**Malaysia**	**www.petronas.com**

The challenge

PETRONAS Leadership Center (PLC), a wholly owned subsidiary of Petroliam Nasional Berhad (PETRONAS), a leading integrated energy company in Malaysia, is responsible for developing and nurturing the next generation of leaders within the organisation to align the role of PLC with the PLC website. Amidst an unpredictable business climate, **PLC continuously strives to develop a sustainable pipeline of leaders who can navigate the ever-changing business landscape to achieve critical objectives**.

Leveraging advanced technology, **PLC capitalised on an innovative approach to uncover learning agility amongst the 'hidden gems' within the organisation** to stay ahead of the curve and ensure the organisation's long-term success. By **tapping on the algorithm available on Disprz Learning Experience Platform (LXP), PLC was able to successfully gauge the profile of learners** in terms of their curiosity, motivation, and adaptability - key traits of an "Agile Leader." Thereby helping identify 'hidden gems' within the leadership programs.

Why disprz

PLC believed there was an opportunity for the organisation to harness these talents further and create a meaningful business impact. **Disprz was key in providing consultative, data-driven insights to PLC from an L&D and behavioural science perspective.** The algorithm on the disprz platform helps curate programs that align with learners' interests and learning styles and uncovers their potential through 'learning agility', thereby accelerating their leadership development.

The solution

Learning Agility algorithm was built on top of existing evaluation system used by PLC. The algorithm was developed by incorporating key elements of learning agility from research at esteemed institutions such as Harvard Business School, Columbia University, and the Centre for Creative Leadership (CCL). The **algorithm uses data from the Disprz LXP platform to calculate a "Learning Agility" score by summing up three key components: Curiosity, Self-awareness, and Aspiration**. The score for each element is tied to learning scores such as completion ratio, percentage self-enrollment, and quiz scores as outlined below:

Component	Definition	Measurement	Data/Metrics
Curiosity	Potential to learn	Measured as the behavior of Learning new things	Percentage self enrollment into modules
Self-awareness	Motivation to learn	Measured as the behavior of completing learning targets	Completion ratio percentage
Aspiration & Inspiration	Adaptability to learn & ability to influence	Measured as the behavior of paying attention to the learning and trying to translate the same into application	Quiz score and leaderboard score

A formula has been embedded into the platform to derive the 'Learning agility score' by allocating weights for each component. This approach has allowed PLC to identify hidden gems to harness their potentials further in supporting imperative business agenda and provide them with tailored leadership development programs that meet their needs.

Key features

Role-based, specific journeys journeys to drive powerful training

Disprz learning journeys create an engaging user experience by **showing users their progress as they learn**. With **automated learning journeys**, PETRONAS could easily define and assign a learning pathway based on an employee's role in the organization.
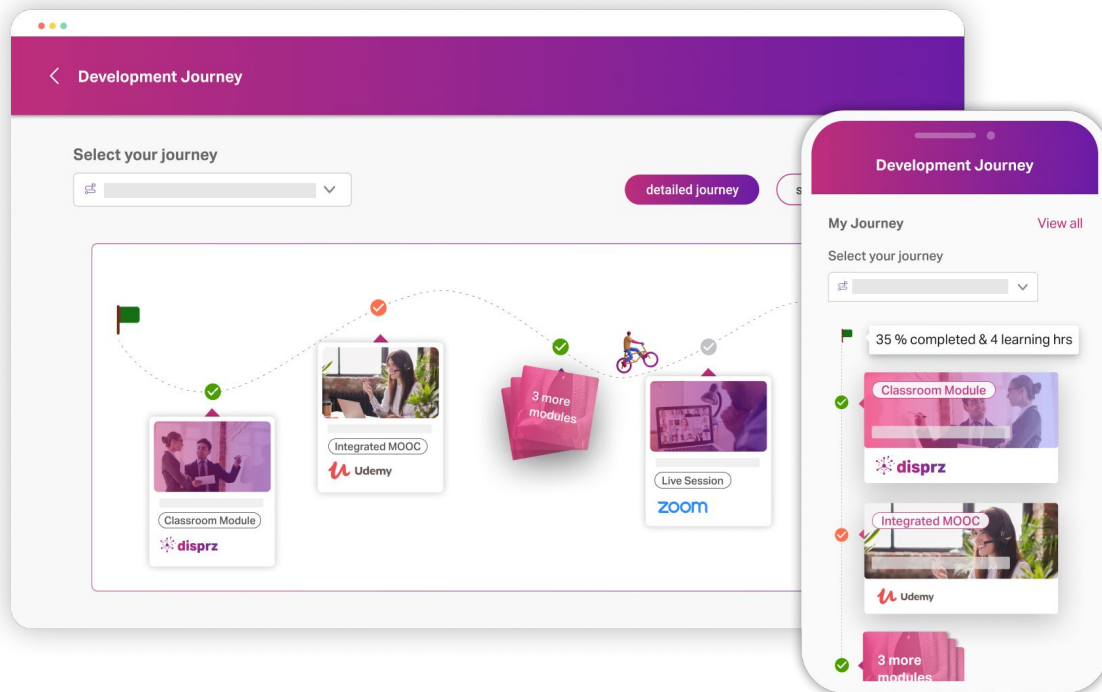

Rich content authoring through different formats

Disprz's inbuilt tools enabled PLC to tailor and author micro-learning content specific to their organization and assess learners' capabilities for data-driven decision making.
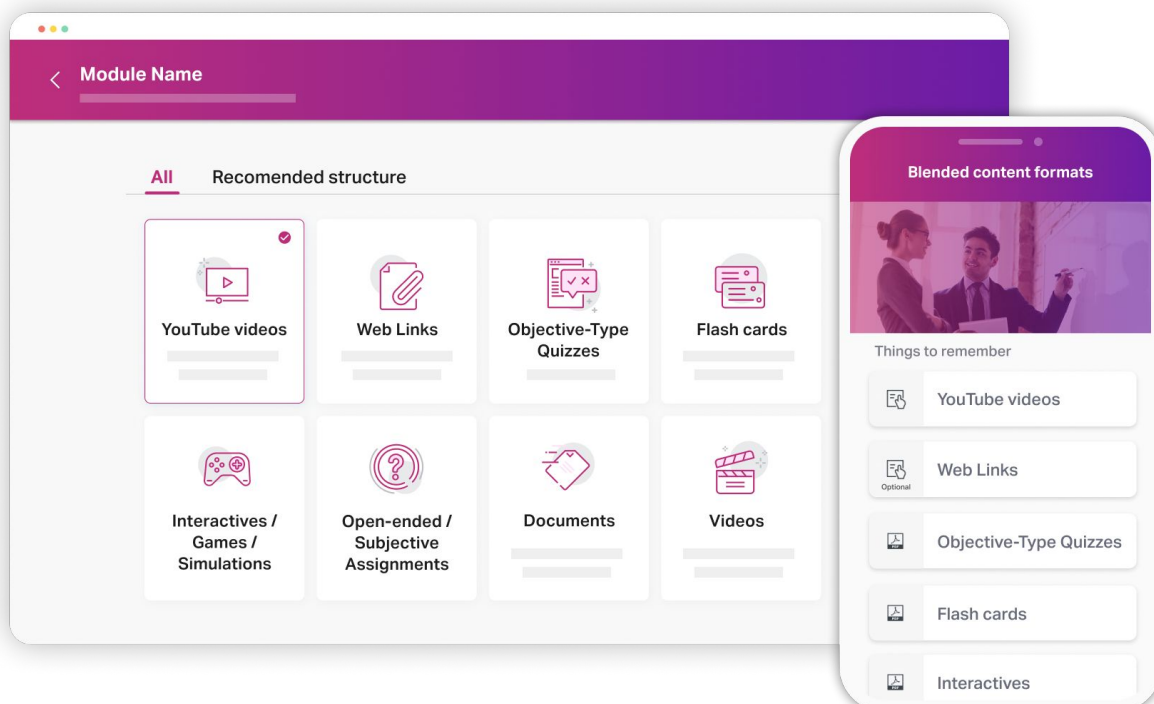
Pull-based learning that empowers learners to self-enroll

disprz integrates content data from various systems creating a **single sign-on platform that unifies and curates content.** We enabled PETRONAS to integrate content from **Go1 (200+ content providers)** so that users could learn skills with the most relevant in-demand content.
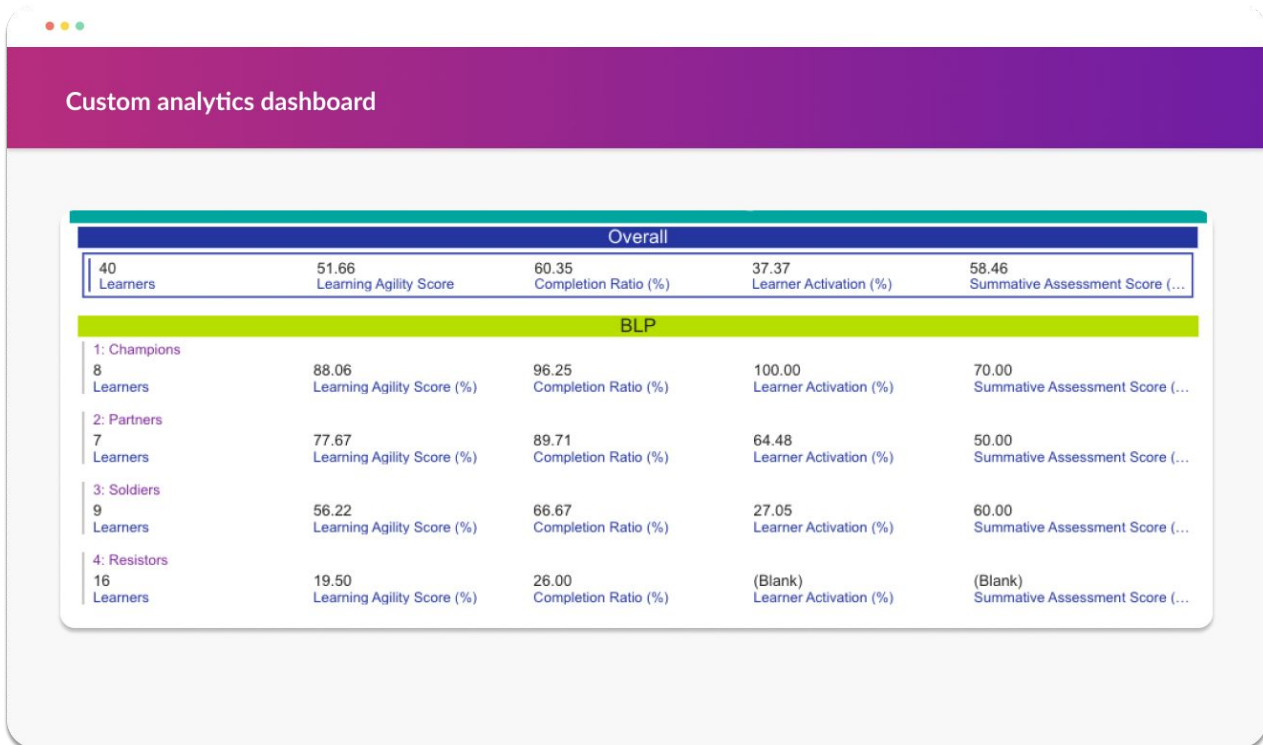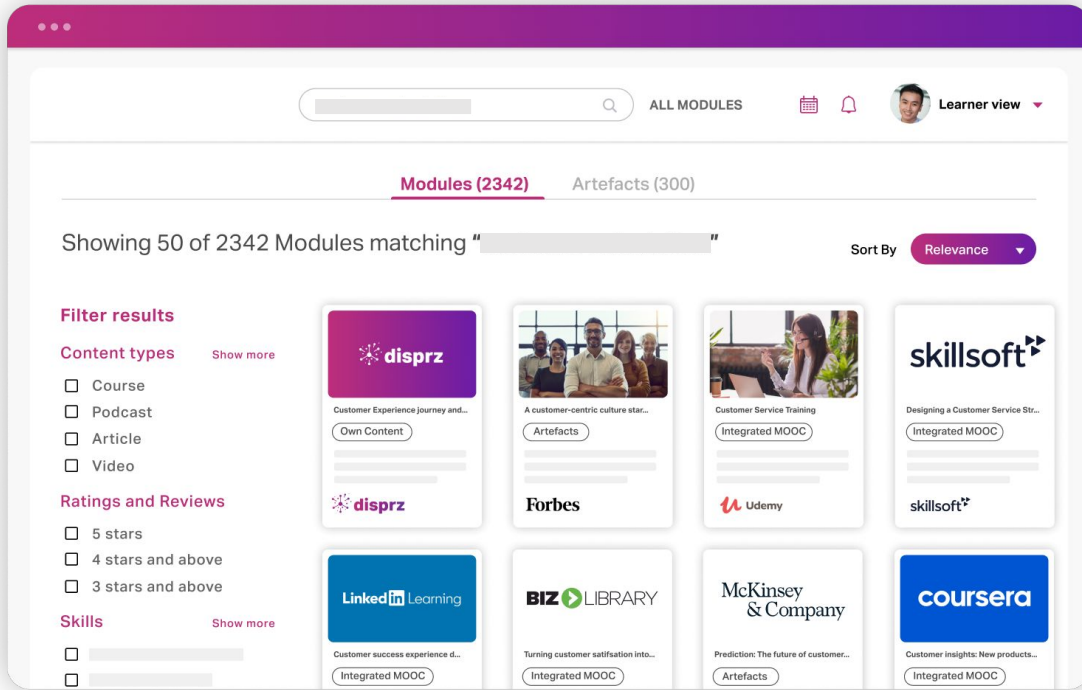

Increased engagement and adoption with gamification

disprz **leaderboard feature** makes it easy to drive a **continuous learning culture** as well as a **rewarding experience.**
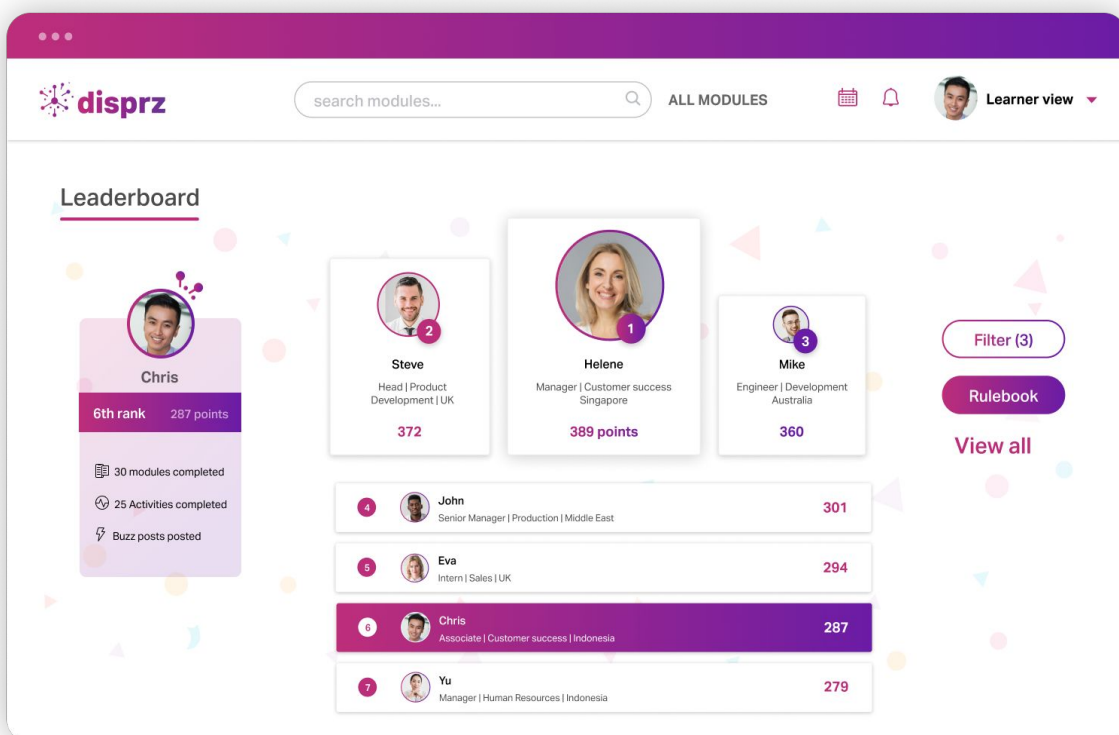
Advanced custom analytics to measure learning agility

disprz offers the ability to **customise analytics dashboards** with metrics that help PETRONAS track learning agility through real-time tracking of completions, self-enrollment, assessment scores etc.

Custom analytics dashboard

Overall				
40 Learners	51.66 Learning Agility Score	60.35 Completion Ratio (%)	37.37 Learner Activation (%)	58.46 Summative Assessment Score (...

BLP				
1: Champions 8 Learners	88.06 Learning Agility Score (%)	96.25 Completion Ratio (%)	100.00 Learner Activation (%)	70.00 Summative Assessment Score (...
2: Partners 7 Learners	77.67 Learning Agility Score (%)	89.71 Completion Ratio (%)	64.48 Learner Activation (%)	50.00 Summative Assessment Score (...
3: Soldiers 9 Learners	56.22 Learning Agility Score (%)	66.67 Completion Ratio (%)	27.05 Learner Activation (%)	60.00 Summative Assessment Score (...
4: Resistors 16 Learners	19.50 Learning Agility Score (%)	26.00 Completion Ratio (%)	(Blank) Learner Activation (%)	(Blank) Summative Assessment Score (...

The impact

PETRONAS has been recognised in 2022 by the Brandon Hall Excellence Awards, where PETRONAS won the Gold award for 'Best Advance in Learning Management Measurement/ Business Impact Tools' for unlocking the algorithm of an agile learner as a new measurement tool. This award is a testament to the platform's effectiveness in helping organisations like PETRONAS to identify and develop future leaders. D**isprz's robust LXP platform not only helps to identify leadership skill sets required in the workforce but also offer personalised, contextualised and trackable learning experiences to help organisations make consequential decisions that align with business objectives**.

The platform's advanced analytics and data-driven approach have helped identify 'Agile Learners' who display up to 88% learning agility score (via learning completion, self-enrollment & assessment), one of the key traits of future leaders. These results strongly suggest that the platform resonates with employees in a very impactful way and has been instrumental in PLC's success in developing leaders that can lead the company through the ever-changing business landscape.