



CASE STUDY

NEWMONT

Leading gold mining company with a world-class portfolio of assets, prospects and talent in North America, South America, Africa and Australia.

Corporate Learning Solutions

2020



Background

Newmont is a leading gold company and a producer of copper, silver, zinc and lead. Newmont's world-class portfolio of assets is based in North America, South America, Australia and Africa. Newmont commenced a program of work in 2020 to improve the knowledge and understanding of Asset Management end users to ensure alignment with Newmont Standards and Processes.

As a part of a review into the Newmont - Asset Management Competency Framework, two key areas were highlighted that provide opportunity for improvement. Firstly, a clear and concise Asset Management Development Program focussed on professional staff and secondly, alignment of competencies to the recognised international standard ISO55000 allowing standardised and consistent training material and pre-appointed training facilitators.

This capability program required the development of a training styling standard in alignment with the Newmont brand identity. In addition, Newmont envisaged an interactive and engaging set of face to face courses, which set the foundation for effective adult learning.

AMLA Execution

The Asset Management Learning Academy (AMLA), utilises a five-step design and development method in conjunction with best-practice training design and development approaches. Our approach is executed remotely to the client using online project management tools and quality authoring and design technology by an experienced creative technical team of subject matter experts, and digital and instructional designers.

The creative team commence through the execution of an analysis of the current state and formulated course design plans (CDP) which best execute the vision and the associated business strategic objectives. The CDPs were reviewed and endorsed by stakeholders and underpin the subsequent development activities. Styling standards are established in accordance with business branding, and supporting templates and guidelines are produced for sustainability. Design activities are executed in accordance with the CDPs and styling across suitable forms of media, such as graphics and video. Particular focus was made regarding the facilitation of discussions, continuous improvement activities, networking and team building exercises to maximise the learners experience. An important validation step is undertaken in the final stage where the products are reviewed in alignment with the vision and confirm they produce the intended result/s.

"[We liked] the professional approach and understanding of our needs to produce a quality product".

Leveraging the experience and proven track record of our parent company, Work Management Solutions, we understand the challenges of developing existing or new Asset Management professionals across industry, as well as the typical standard of training products which exist. Our execution of capability development programs is backed by the application of core andragogical methods and an advantageous approach to developing superior learning design concepts.

Deliverables

Consistently in projects we execute, our approach is to evaluate the existing state, identify opportunities for improvement and provide these recommendations to the client for consideration. This resulted in considerable improvement to the initial scope and vision of the capability development program.

AMLA produced a complete capability development program ("Asset Management Development Program") which included:

- The program framework, pathway and supporting professionally designed program guide.
- Program Training Needs Analysis and Competency Framework Matrix
- Role Specific Training Plans
- Administration tools
- A suite of eight ISO 55000 professional development courses for face to face delivery, as well as several domain specific courses in Work Management, Reliability and Hydrocabons.
- Supporting course materials included a CDP, facilitator guide, learner guide, train the trainer guide, presentation, workshop activity equipment, feedback form and self assessment.
- Access to all original graphics and videos
- Study guide for further development and recognition in ISO 55000.
- Train the Trainer Program, inclusive of observation forms trainer appointment forms and guides.
- Promotional Toolkit
- Communication Plan
- Learner Recognition of prior knowledge process
- Styled Certificates

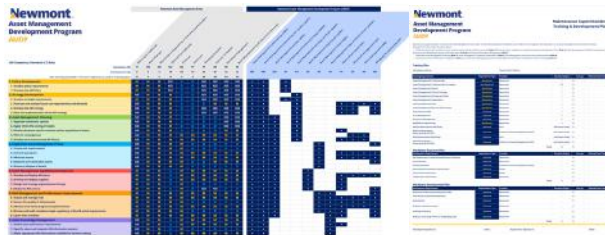


Figure 1 - Training Needs Analysis and Training Plan Example



Figure 2 - Extracts from the AMDP Guide



Figure 3 - Extracts from the Promotional Toolkit



Figure 4 - Extracts from the face to face materials



Figure 5 - High quality graphics

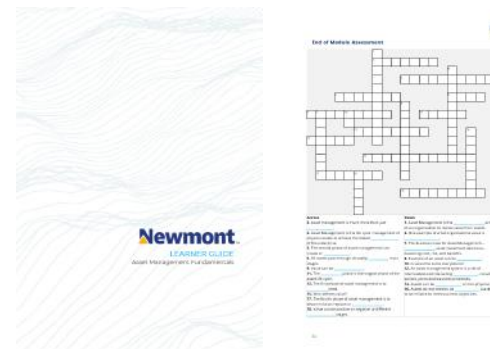


Figure 6 - Learner Guide extracts



CAPABILITY DEVELOPMENT PROGRAMS

AMLA was established in 2020, born from and transforming the Learning and Development function of Work Management Solutions. This innovative business function provides learning solutions to individuals and asset-intensive businesses across the globe, leveraging Work Management Solutions' years of industry experience and expertise. Our capability spans several offerings across Training Design and Development, Learning Academy, Capability Development Programs and Learning Portals.

Contact

Head Office

Atrium Tower
Level 2, 123A Colin Street,
West Perth, Western Australia 6005

+61 8 9231 2999

info@amlearningacademy.com

www.amlearningacademy.com

@amlearningacademy

