The future of learning

How your organization can adopt a dynamic approach

People & Change
The future of learning
What are KPMG Learning Solutions?

Motivated employees and consumers drive your business. Using engaging solutions, we provide learning experiences that people enjoy and that sometimes uncover hidden talents. This helps organizations get a better return on investment and drives business results.

Learning and development transformation
For many years, the value of Learning and Development (L&D) departments has been arguably underrated. A market-leading function is a necessity for many reasons, including:

- Unlocking your people’s potential
- Providing pragmatic learning, grounded in past experience
- Upskilling in an agile and just-in-time manner
- Attracting and retaining talent

Skills and product knowledge
L&D used to take three to six months to identify a learning need, design a solution and roll out training – sometimes even longer. Now, technologies and products are rolled out on a weekly basis to upskill employees.

At KPMG, we identify skill gaps and support development of a targeted strategy, using solutions that are right for your people and organization. Benefits include:

- A more collaborative and high-performing culture
- Improved customer experience
- Enhanced leadership skills

Culture and transformation
Cultures are shifting, digital transformation is accelerating, and organizations are rebranding. At KPMG, we design and deliver learning solutions that empower employees to succeed as change unfolds, including:

- Culture change
- Digital transformation
- A culture of compliance
- Effective change management
Technical skill development
Protecting your business and managing risk is vital to success. Whether it is cybersecurity, data protection, a vigilant mindset, workplace ethics or health and safety, we design learning modules that are engaging and memorable. We offer bespoke learning solutions for mandatory knowledge-building requirements, including:
- Code of ethics
- Compliance
- Corporate social responsibility (CSR)
- Cybersecurity
- Data protection

Behavioral skill development
KPMG will work with you to make complex topics engaging and easy to consume, using storytelling and the latest learning solutions. By making your compliance learning memorable and engaging, you can achieve:
- Targeted behavioral change
- Improved engagement
- People-focused leadership

Mass awareness and literacy campaigns
Modules include finance literacy, cybersecurity awareness, financial fraud, vigilance and protection campaigns. A strong awareness program, internal or external, helps meet your organization’s needs:
- Mass awareness
- Consumer literacy
- Customer awareness campaigns
- Employee awareness campaigns
How do Learning Solutions work?

Every new project enhances KPMG’s solutions hub and further differentiates our offerings.

**Services**

- Talent assessment
- Experiential learning
- Learning simulations
- Gamified learning/ virtual reality
- Micro-learning
- Instructor-led development
- E-learning
- Mentoring and coaching

**University institutions**

Leveraging renowned institutions
We work with some of the region's leading universities and academic institutions

**Learning Solutions**

Bringing a variety of formal academic, professional and digital methodologies to corporate learning

**Awards**

- **E-learning awards**
  E-learning Age Excellence in Production of learning content
- **Training Journal Awards**
  Best Leadership
- **European Foundation for Management Development**
- **Learning in practice awards**

**Content experts**

KPMG subject matter experts
Our Advisory practice offers dedicated subject matter expertise in a variety of topics including finance, operations and talent management
How are Learning Solutions delivered?

KPMG Learning Solutions are underpinned by a strong learning management system (LMS), which is used to record employee competencies, support career planning and performance appraisals, as well as measure learning progress.

Learning management system journey

- Define competency
- Assign competency requirements
- Design development courses
- Group courses into learning paths
- Create classes and book resources
- Enroll learners
- Manage participant
- Evaluate courses
- Manage attendance and achievements
- Appraise learners

Manage courses within a unified catalog, using unique learning paths and certifications
Track and manage enrollment, attendance and grant/restrict access
Define participant learning pre-requisites based on learner and course competencies
Create, manage and deliver online content and tests
Enable participants to manage their learning record with individual history
What is the learning architecture for each journey?

**Learning narrative**
Setting the scene through storytelling

**Brain academy**
Activating knowledge, memories and feeling related to the targeted topics using gamification elements

**Direct knowledge transfer**
Transferring knowledge through animated videos to create an in-depth experience

**Knowledge validation**
Validating knowledge by asking questions using gamification elements
Why KPMG?

01 Our partnerships:
Our approach involves bringing together input from regional and global certification bodies, universities, industry experts and academics in order to promote effective and lasting development for our clients.

02 Our experience:
KPMG has a global network of member firms who have shaped a variety of learning solutions to deliver in-depth development programs. Our unique collaboration with our global network of member firms allows us to bring leading learning solutions to you.

03 Our expertise:
Our cross-functional collaboration (across Advisory and Tax practices) allows us to provide dynamic solutions aligned to changing market needs, understand our clients’ businesses better and leverage our global expertise to provide us a competitive edge.

04 Our expert team and SMEs:
Our engagement teams comprise industry specialists and subject matter experts with certified instructional designers and relevant development credentials. Our practitioners have real life experience with the challenges faced and exposure to corporate realities, which makes learning more pragmatic.

05 Digitally enabled learning:
Through our partnerships, we have access to a variety of robust technology platforms and learner management systems to actively track, monitor and report learning activity. These platforms leverage advanced analytics to report learning effectiveness.
What are the learning components?

**Instructor-led facilitation**
- We provide in-person/virtual practitioner-led sessions in a classroom environment using instructional design principles
- We provide access to locally and internationally recognized industry subject matter experts during these sessions as facilitators or guest

**E-learning**
- Our solution includes a unified online learning platform, readily accessible on in-house and newly developed learning platforms
- We script, design and animate customized videos and animations to communicate key messages
- We work closely with our clients to ensure branding standards are adhered to and clear language is used
- We provide both short- and long-formatted videos

**Coaching**
- We provide professional development coaching through our partnerships with academic and industry professionals
- We utilize a formal goal-based approach to coaching, providing technical and behavioral guidance to coachees applicable to their roles

**Gamified learning**
- We work with our partners to design and deliver interactive learning games and simulations, which provide employees with a live and contextual learning experience
- We deliver a case-based learning experience with interactive videos and animations for on-the-job skills to learn and practice

**Learning nuggets**
- We script, design, animate customized videos and animations to communicate key messages, learning and changes within organizations
- We work closely with our clients to ensure branding standards and clear language is communicated
- We provide both short and long format videos to share both bite-size and larger informational pieces

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Designed by KPMG Lower Gulf Creative team.
Publication number: 3340
Publication date: March 2021

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