

Case Study

HOW ARTHUR D. LITTLE CLOSED EMPLOYEE SKILL GAPS WORLDWIDE WITH KUBICLE



December 2021



ARTHUR D. LITTLE

Overview

Arthur D. Little is a growing international strategy and management consulting firm with 40 offices worldwide and over 1000 employees. In 2019, the company's leadership realised that a fragmentation of knowledge was developing across its global offices, in particular relating to analytical and financial modeling skills with Microsoft Excel. Arthur D. Little chose Kubicle to help them close skill gaps in these areas through its online training solution, resulting in standardized competency and enhanced productivity across the organization.

ARTHUR D. LITTLE

Industry: Strategy and Management Consulting
Founded: 1886
Locations: 40
Offices Employees: 1000+
Website: www.adlittle.com

Challenges

In 2019, ADL's leadership team realised that it needed to ensure that its diverse workforce could remain aligned and educated on required technologies and skillsets. A levelling mechanism was required to ensure that all core employees could perform analytical tasks to a high, consistent standard.

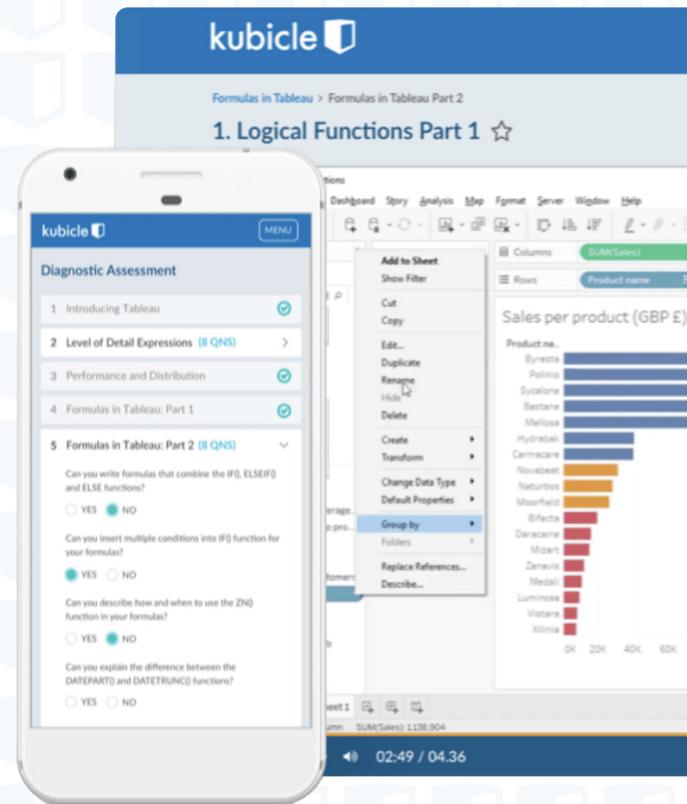
Due to the global distribution of the organization and the software based nature of the subject matter, ADL determined that an e-learning solution was required. However, after testing a number of solutions it became clear that getting employees to actually complete relevant training was a challenge. This was because ADL had different training objectives for business analysts, consultants and managers- yet many solutions took a "one size fits all" approach. Additionally, content was often unengaging, time-consuming and inadequately structured.



Solution

After attempting to address their problem with a number of e-learning solutions, Arthur D. Little trialed Kubicle and was impressed with initial results. Learners were completing courses at a higher and faster rate, while also providing strongly positive feedback on their experience with Kubicle’s content. Additionally, the platform’s enterprise features allowed the organization to easily segment learners into different cohorts and mandate relevant training content to each group.

Once Arthur D. Little committed to Kubicle’s training solution, the company was on boarded and advised by a dedicated Customer Success Manager, helping propel the organization’s training strategy forward with a mix of reporting, administration and communication techniques. Since January 2019, Kubicle has trained hundreds of Arthur D. Little employees resulting in over 3700 course completions. When ADL’s training team conducted an internal review of training provision, employees were surveyed on Kubicle’s importance for developing analytical and modeling skills in the company. 85% of respondents rated Kubicle “important” or “very important”.



Results

794

EMPLOYEES TRAINED
January 2019 - May 2020

3736

COURSE COMPLETIONS
January 2019 - May 2020

85%

EMPLOYEES RATING KUBICLE AS IMPORTANT / VERY IMPORTANT FOR ANALYTICS & MODELING SKILLS



“We no longer get basic questions on analytics - everyone knows the material that’s on Kubicle. People are now empowered to ask deeper questions that provide further value for clients.”

Ben Thuriaux-Alemán
Principal

*Internal Survey conducted April 2020



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