

CASE STUDY

 **KAFKAS**

COMPANY ID

Name

KAFKAS

Field

ELECTRICAL EQUIPMENT
& LIGHTING



THE COMPANY

Kafkas is the top provider in Greece for electrical equipment, lighting, building technologies and energy management solutions. With a network of over 78 locations in Greece and Cyprus; a dedicated team for B2B customer service; their departments for Lighting, ICT, Energy Efficiency, Manufacturing, Shipping, and Project Management; and their two Switchboard Industrial Manufacturing Units, KAFKAS offers a variety of high-quality, innovative technology products and solutions to their clients.



THE WORKFORCE

KAFKAS employs over 1300 workers in Greece and Cyprus – all of whom are trained via the FlexLearn LMS.

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THE NEED

KAFKAS had specific training needs, which we discussed in detail before designing their custom LMS.

- Digitization and restructuring of their Department for Learning & Development
- Modernization of the training process, to ensure knowledge comprehension and retention
- Detailed analytics on learner progress for all staff
- Knowledge certification
- Reduction of the cost of training
- Remote learning
- Two-way communication between learner and instructor.



THE SOLUTION

FlexLearn designed and built Blue, a tailor-made LMS, in order to satisfy the company's training goals and help them strengthen their L&D department. FlexLearn LMS is a cloud-based platform, so it does not require installation on a specific type of device. With ease-of-use and safety as our top priorities, we were able to make learning available for every KAFKAS employee, regardless of their location.

Together with Blue, FlexLearn designed the Induction App, which makes onboarding of new staff easy, fun, and effective. With the use of gamification, employees can learn about the company's structure, history, products, and values from day 1.



We also built the HiPo (High Potential) Function, with the purpose of time management as well as talent development within KAFKAS.

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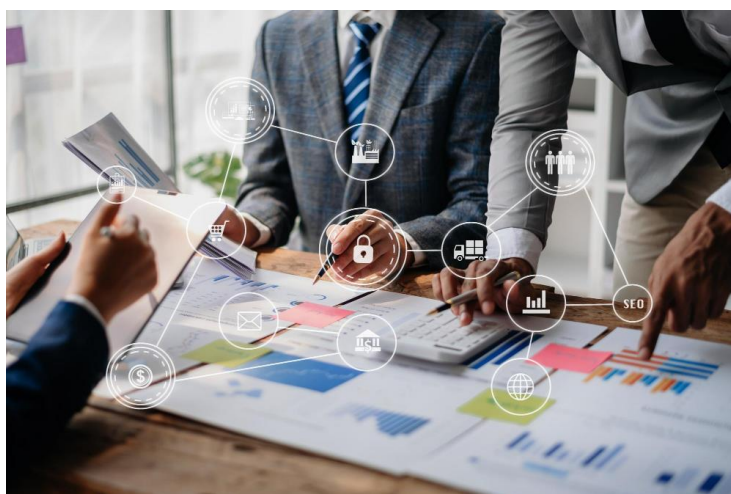
 **KAFKAS**



THE BENEFITS

Thanks to Blue, the day-to-day at KAFKAS has become more streamlined and training has become more efficient.

- ✓ All staff members were able to access training equally, regardless of their location.
- ✓ Instructors were able to build flexible learning paths for employees, containing Theory, Self-Assessments and Exams, based on skill and job title.
- ✓ Upper management got a clearer picture of the staff's skill level and potential for improvement, through detailed KPIs and analytics on learner progress.
- ✓ Onboarding of new staff became easy and engaging, through the gamified FlexLearn Induction App.
- ✓ Communication between staff members improved, with functions such as Surveys, News and Messaging.
- ✓ Certification became possible with graded exams and completion printouts.



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“FlexLearn Business Solutions is the kind of partner who does not only respond to our requests instantly but has become an ally in the achievement of our strategic goals for the KAFKAS HR department. When it comes to Blue, we can certainly say that they offer exemplary service and collaboration, they find the best possible solutions to issues we face daily, and they continue to update their services, always with eagerness and politeness!”

Evangelos Tsiaras

Training & Development Manager



Get in touch!



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