

Sharing knowledge the Nordic way A Mohive customer case study

Case Study



The Nordic insurance company “IF” hosts more than 400 e-learning courses for its 6,800 employees in the Nordic and Baltic regions. “We have found a very effective solution that has already reduced training development time and costs by as much as 50%”.

IF has offices throughout Norway, Sweden, Denmark, Finland, Estonia, Latvia and Lithuania. E-learning is an important method to transfer knowledge between the different units, and supports the skill management scheme IF has implemented.

“We run a large number of courses and trai-

ning programs, without having a dedicated department specialising in e-learning. All the different courses are put together by subject matter experts, with the assistance of a few employees who knows the software,” says Nina Sagelvmo, development coordinator for IF Privates Competence & Development-department.

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“We use e-learning to distribute knowledge quickly, directly from the people who have the information to the people who need it. It is important to have as few links as possible in the information chain and keep the bureaucratic procedures to a minimum”.

Simplicity cures complexity

To sharpen the company’s competitive edge, IF adopted e-learning at an early stage, in order to share experiences and for educational purposes. However, it has taken a long time to find the right software mix.

“The challenge was to find a solution that would not only be quick to master - ensuring that the employees would actually use it, but one that would also make it easy for those who have knowledge to be able to share it.”

“We are working with complicated information in a large organisation and needed an efficient system. Those who possess the information must be able to produce the courses themselves,” says Sagelvmø, adding that one of the most important aspects with the software was to remove user choices and thus the barriers to use it.

A cost saver

IF chose the e-learning software “Mohive e-learning publishing system” as one part of its e-learning mix. Mohive is an enterprise publishing system for e-learning that makes it possible for employees to share their knowledge to make full-scale courses themselves. The system has a strong focus on workflow with integrated quality assurance to ensure that only valid content is published. More-



IF produced over 400 e-Learning courses over the course of three years, using subject matter experts.

FACTS

- IF Insurance operates in Norway, Sweden, Denmark, Finland, Estonia, Latvia and Lithuania
- IF has 6,800 employees
- In three years, IF created over 400 courses with Mohive eLPS



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over, the created content can easily be changed and automatically translated into various languages.

“We already see major effects from the program. In addition to saving money and time by travelling less, we have also increased the knowledge level in the organisation significantly. And when we do meet, the meetings are more productive and yield better results, says Sagelvmø.

Conclusion

IF has chosen the Mohive eLPS to benefit from a number of Best Practices for content creation. By including many individuals from different departments and stakeholder groups, the course creation benefits from a variety of perspectives and advanced quality assurance.

And the payoff is in evidence: Most of those who use the Mohive eLPS at IF report that they like the delivery of the courses better when using Mohive, because the modules are easier to read and learn from.

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Results delivered
Mohive eLPS reduced training development time and costs by as much as 50% .
Team-based content creation has increased employee satisfaction and training requests .
Mohive eLPS has allowed it to produce approximately 400 courses over a course of 3 years using more than 200 SMEs .
The course development now requires an average of 5 working days for 1 person to develop content for a half-hour long training course.