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...**for** Learning Professionals.

LEARN Working Internationally Case Study – Advantage Parts Solutions



Who are they?

Advantage Parts Solutions connects OEM Wholesale Parts Suppliers with automotive industry customers. Their client base is primarily in the UK and North America with their Head Office in Canada. They are the leader in OEM Trade Parts, sales, service and marketing solutions and provide effective solutions to cut through the typical inefficiencies and added costs, which have a significant impact on their client's bottom line.



Where they were

Advantage Parts did not previously have an online learning platform, which was accessible by all employees in all locations. Part of their global business strategy is to enhance their people by offering and creating consistency across different countries in training and development. It was also deemed important to embed a tailored learning programme to meet the needs of people in ensuring the right knowledge, skills and behaviours are being driven. Having a repository to centralise important business information, policies and other training materials that is easily accessible for people was an area APS had required for some time.

Welcome to ALIS

ADVANTAGE LEARNING INFORMATION SYSTEM



What we did

Peritus worked closely with key personnel from the Canadian Head Office and although the significant time difference have seamlessly delivered the initial diagnostic of requirements, project management and build a really successful relationship and partnership.

The initial focus of the project plan was to map out a structured learning plan for each of the major locations; UK, USA and Canada. We worked with APS to build blended pathways of support for their people that contain a mixture of content they had created themselves internally and using the Peritus e-learning course library. This created the consistency they were looking for, as all employees have 'relevant' pathways of support, which also includes important policies and guidelines for the business. There are slightly different pathways developed for each location, therefore, ensuring information is relevant to employees to support any localised differences.

White labelling and branding of the platform was key during the set up and implementation phase. The APS team also created a name for the system, 'ALIS', which has given their platform an identity and positioning in the business and as a result is widely used. APS have gone one stage further and taken their own custom domain for ALIS, removing any reference to Peritus.

APS have launched new branding and created certificates and workbooks for their people undertaking learning, which is creating engagement and drive to learn and develop. We have introduced gamification, which creates 'friendly' competition amongst teams to encourage self directive learning by taking further recommended courses available to them to inspire their own learning and development and grow!

What they say

“The support at Peritus has been extremely efficient despite the time differences between countries. Peritus has offered dynamic solutions to specific requirements we have requested and been readily available to help with implementation to ensure platform is functional and reliable for all our employees. Thank you Jenny and team for all your valuable support!”

Bob Kirstiuk, President

Key impacts

- ✓ Ensured a consistent approach to compliance training across the whole business.
- ✓ Recommend course catalogues encourage self directed learning.
- ✓ White-labelling and branding has allowed the system to be fully embedded into the business.

Some LEARN Customers



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