



How illimity empowered employees and fostered growth with LinkedIn Learning

The challenge: Upskilling a diverse workforce in a fast-paced, tech-driven environment

- With over 800+ employees from over 380 different organisations within more than 20 industries, illimity faced significant challenges in training and developing its workforce.
- Employees needed to engage with continuous upskilling and reskilling—but in a dynamic environment, where people frequently shifted roles on diverse projects, traditional training methods fell short.
- illimity also needed to stay ahead of emerging trends while simultaneously meeting compliance demands in a highly regulated market.
- The organisation's reliance on an external content library proved to be inefficient as it did not cater to the unique needs of employees, making critical training opportunities challenging to access.

The solution: Creating a culture of continuous learning and innovation

- illimity integrated LinkedIn Learning into its existing LMS, this provided the organisation with access to a vast library of courses and resources tailored to employees' needs.
- A communication strategy was implemented to ensure all employees were aware of the platform's potential, and encourage exploration of features like personalised learning paths and skills mapping.
- Engagement was further amplified through learner challenges and a "Curious Learner" initiative promoted by the Chief Human Resources Officer.
- By creating focused learning paths that addressed vital skills, including cybersecurity and digital tools, the organisation successfully transformed the learning framework within the organisation.

100%
activation

1.7hrs
monthly average
time per user

33
videos on average
watched each month



Retail | 800+ employees

Goal: Create a culture of continuous learning to efficiently and effectively upskill employees.



LinkedIn Learning aligns with our corporate philosophy, shifting from an HR-centric learning model to an open, user-driven one. Users choose relevant training based on their role, with HR support and AI insights. With this platform, we encourage our people to go beyond their comfort zones with the aid of a Learning Navigator matching training to needs and aspirations. This shift advances us towards a competence-based organisation, fostering continuous and proactive learning."



Marco Russomando
Chief HR & Organisation Officer

