MEA Human Resource Development Project for Change: Play and Learn through PLEARN Platform

Presented By

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Metropolitan Electricity Authority

MEA Play and Learn through PLEARN Platform

- Background
- PLEARN Platform
- Further Suggestions
- Reference

MEA LEARNING & DEVELOPMENT

BEFORE

AFTER

PLEARN

Customized Learning Platform

Home About More About Me Course Blog Idea Spreading More

PLAY + LEARN = PLEARN

MEA Play and Learn through PLEARN Platform

Objectives

To increase **convenience of learning** through flexible learning and development platform

To increase **learning satisfaction** through user experience and engagement

To increase **employee commitment** through self-development

To make **effective training process**

MEA Play and Learn through PLEARN Platform

Concept

PLEARN Platform

- Curriculums for Change Leading in 2020 for Executives C9-C10
- Platform Features
  - ✓ DIY Program
    1. Matching IDP vs. Training Program
    2. Program Schedule
  - ✓ Informal Classroom
    1. Online Theory/ Concept
    2. Tea Talk (discussion)
    3. Workshop, Site Visit
    4. Idea Spreading

Method

Implement and collect the qualitative survey

2018
New Employees

LDP Group

2019
MMDP Group

JMDP Group

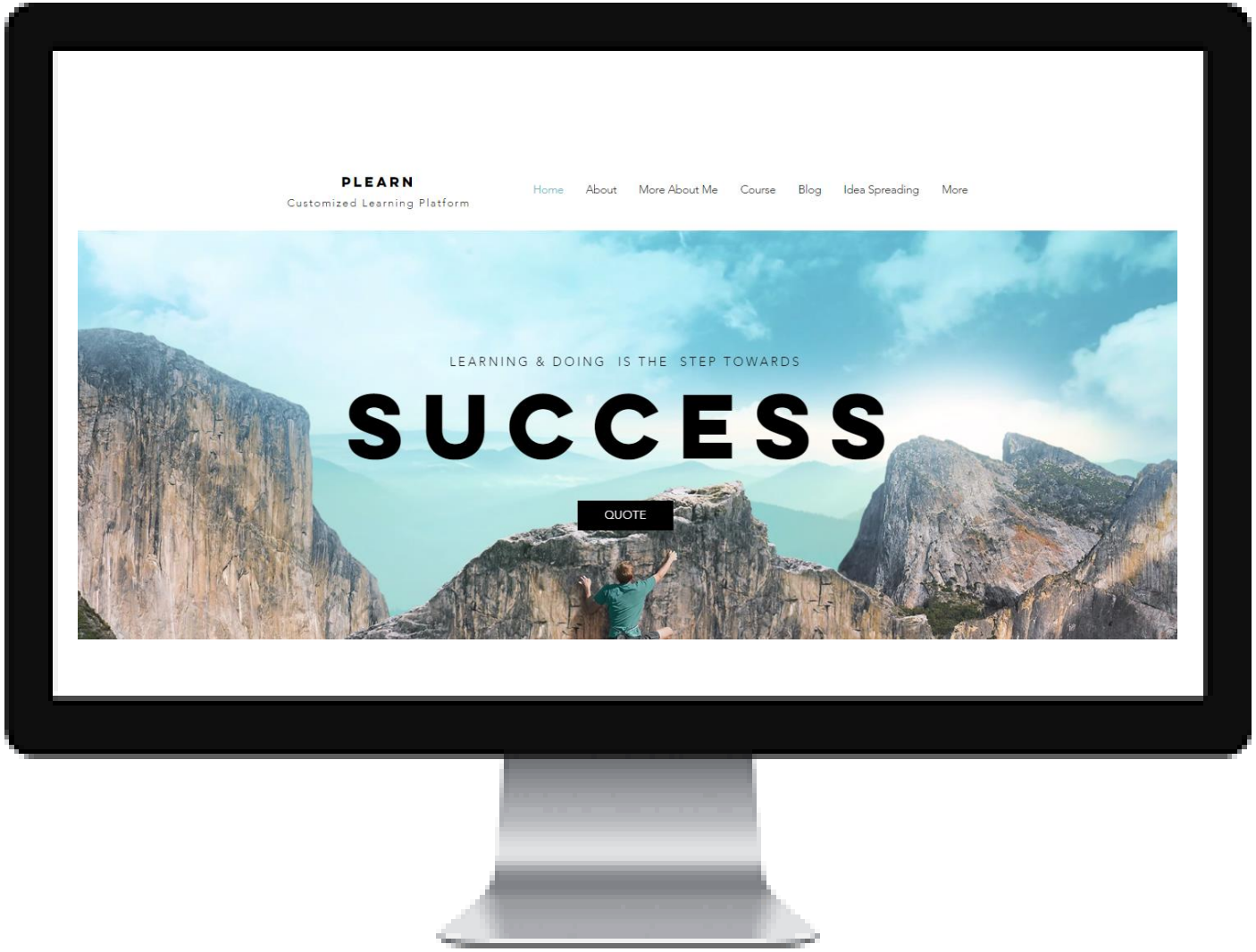
Technology Disruptive

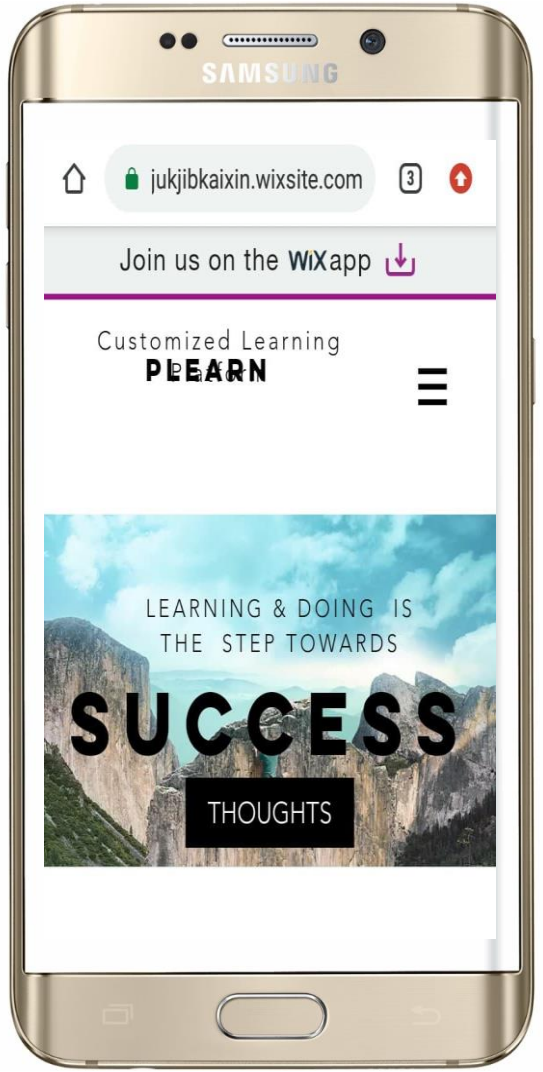
Leadership Capacity Needed

Goal

- Output
  1. Updated Curriculums
  2. New Learning & Development Platform
- Outcome
  1. Developed Skills and Competency of Changing & Development
  2. Increase Employee Experience & Commitment
  3. Increase Trainee Satisfaction
  4. Impact of Changing Org Learning Culture

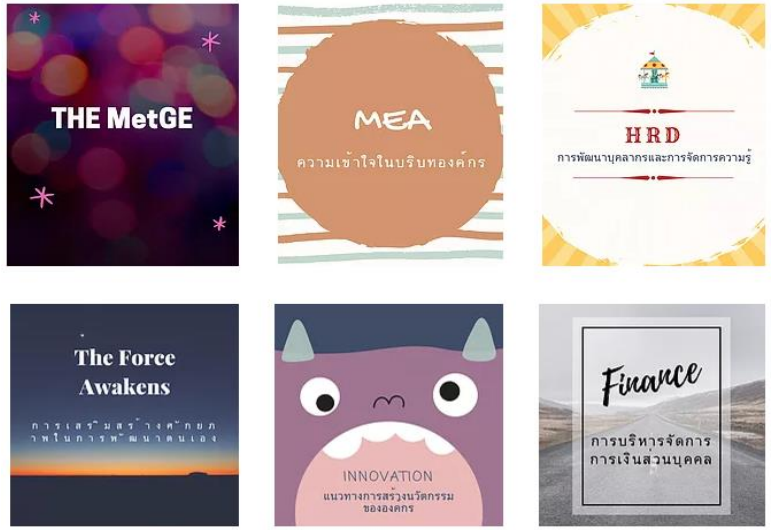
MEA Play and Learn through PLEARN Platform





MEA Play and Learn through PLEARN Platform

DIY: Do It Yourself



Arts of Communication

- Listen to Learn
- Inquire for Insight
- Conversation
  (Goal Setting, Praising/ Redirecting / Wrapping Up Conversation)
- Express My Confidence
  (Personal-Brand Building)

Business Acumen

- Leadership Voice
  (Leading & Inspiring Skills, Creating the Follower; Relationship Building)
- Business Canvas
- Design Thinking
- Living in the Digital World
  (IOT, Online Marketing)

Self – Development

- Awaken-Mindfulness
- Outward Mindset
- Goal of Life
- Think Out of the Box
  (Creativity, Problem Solving, Issues Analyzing)
- Approaching Challenges
  (Time/ Stress Management)

DIY: Do It Yourself

LDP Overall

✓ Guidance

Leadership Development Program

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✓ LDP Video

✓ Calendar

Overall Calendar of LDP Program

Your Schedule

Strategic Perspective for Bus...
Entrepreneur Leadership
Great Leader as a Great Communicator
Branding & Marketing 4.0
Creative Disruption
How to Manage Org. Excellent
Organizational & People Change
Creating an Innovative Organization

Academic Session

K - LAB
PTT - Expresso
JAPAN Vising
Japan Memory

Site-Visit Session

Presentation Session

Informal Classroom: Tea Talk Session

STRATEGIC P.

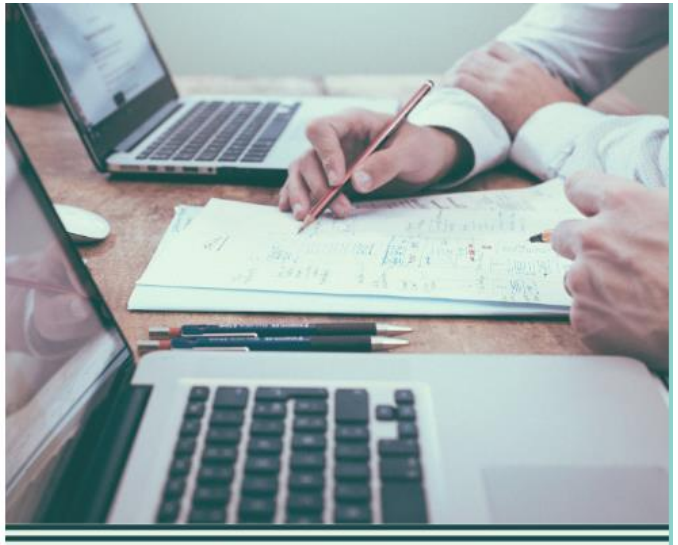
Strategic Perspective for Business Growth

When

06 มิ.ย. 08:30 – 12:00

Where

ทับขวัญ รีสอร์ท แอนด์ สปา,
2/21-24 หมู่ 2 ต. สวนใหญ่, ตำบล สวนใหญ่ อ. เมือง, นนทบุรี
11000, Thailand



STRATEGIC PERSPECTIVE FOR BUSINESS GROWTH

STRATEGIC PERSPECTIVE FOR BUSINESS GROWTH

ONLINE LEARNING
เอกสารประกอบการเรียน
SOURCE

THOUGHT & NOTE
ติดตามสาระน่ารู้ดี ๆ ได้ที่นี่
PLACE

TEA TALK
ร่วมเรียนรู้ และ แลกเปลี่ยนความคิดเห็น
WHERE

IDEA SPREADING
ไม่พลาดการติดต่อสื่อสาร และ ร่วมแบ่งปันไอเดียสุดสร้างสรรค์ ที่นี่ !!
SHARE

INSPIRATION
จุดประกายสร้างแรงบันดาลใจ
FIND

FEEDBACK
ร่วมประเมินและให้ข้อเสนอแนะกับเรา
SHEET

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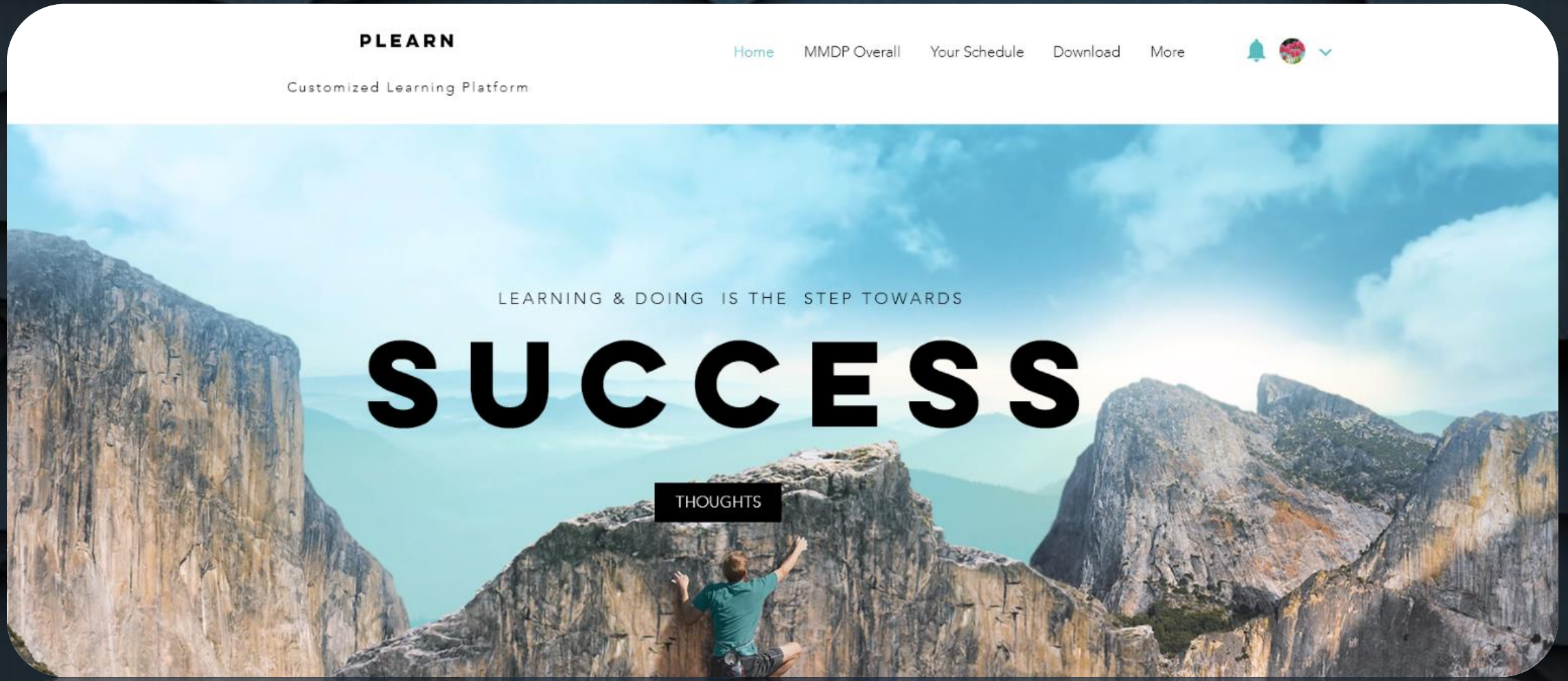
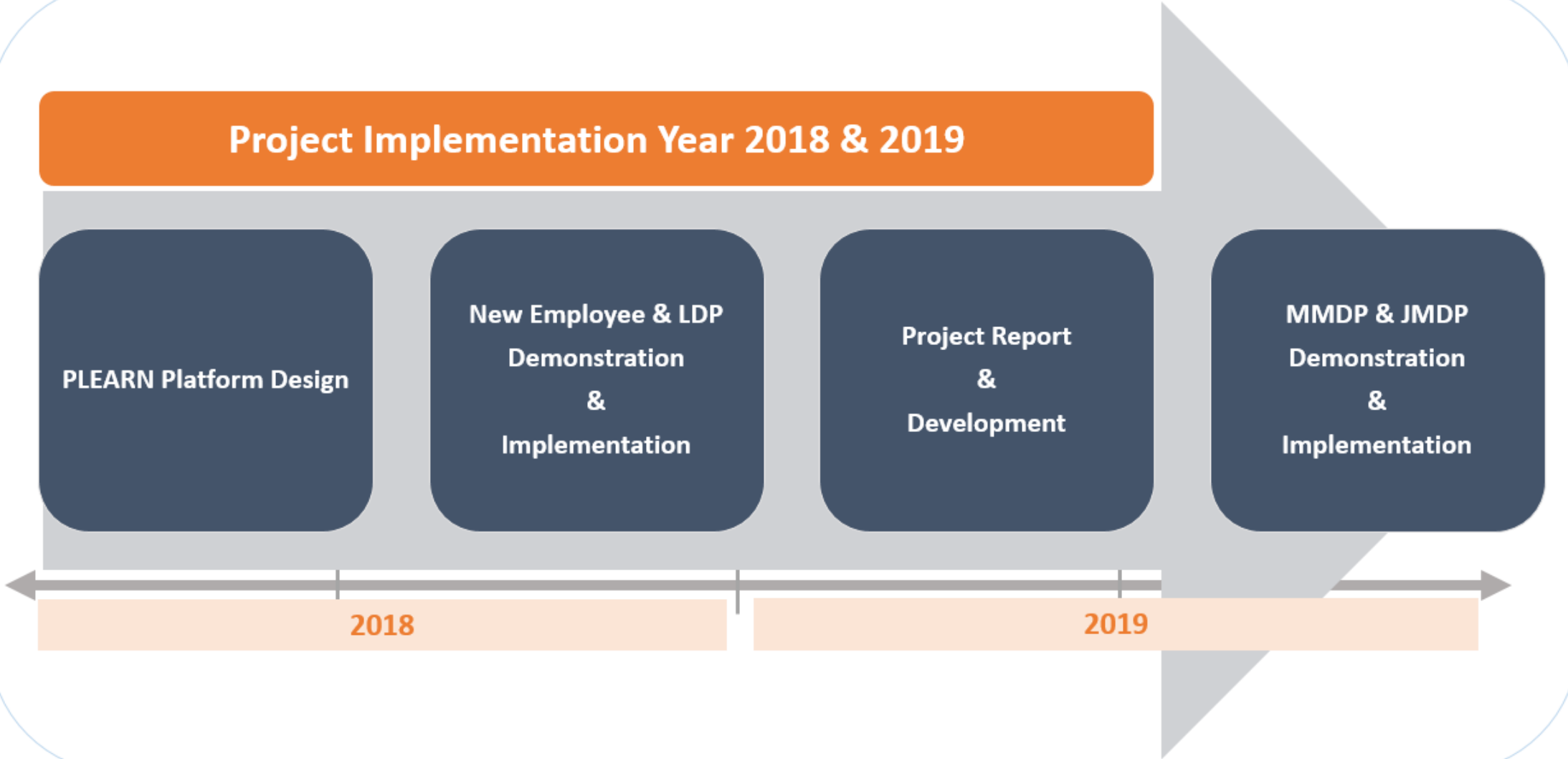
PLEARN

Customized Learning Platform

Project Implementation



MEA Play and Learn through PLEARN Platform

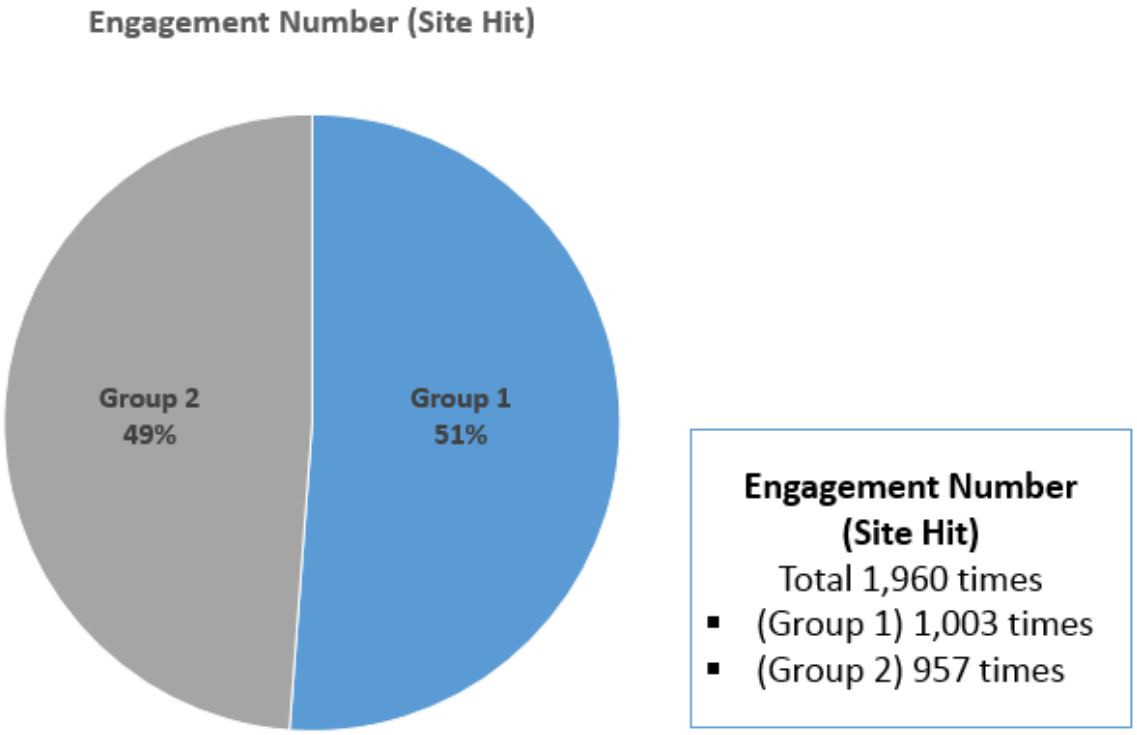


Project Implementation

MEA New Employee Program Year 2018

MEA Play and Learn through PLEARN Platform

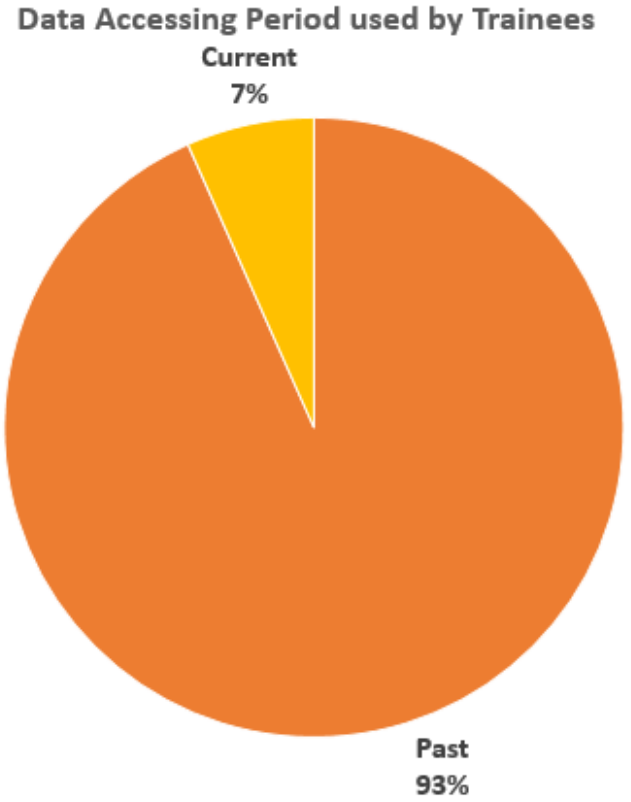
MEA New Employee Program Year 2018



Engagement Number (Site Hit)

Total 1,960 times

- (Group 1) 1,003 times
- (Group 2) 957 times



Data Accessing Period used by Trainees

- Past: 2 weeks (14 days)
- Current: 1 day

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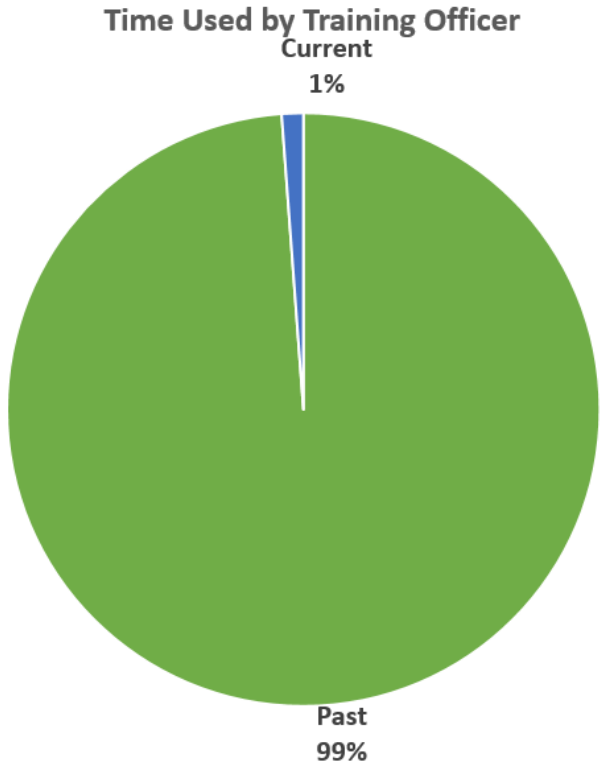
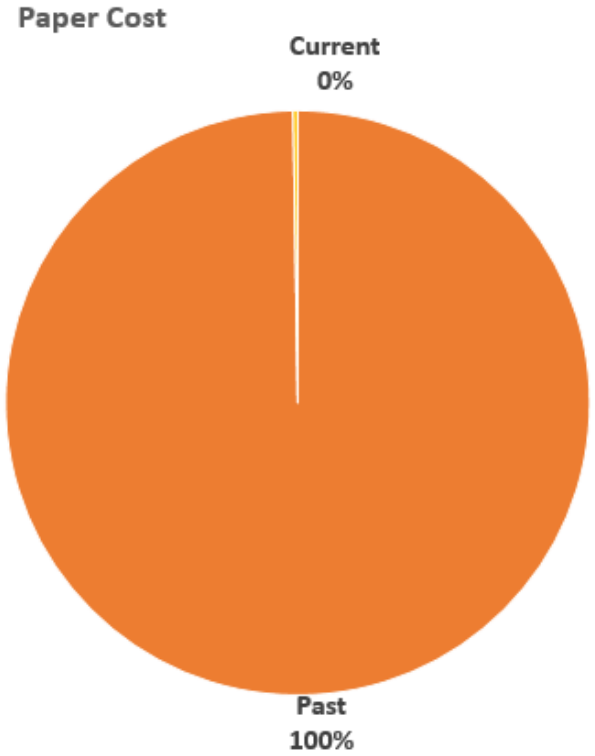
MEA New Employee Program Year 2018



Paperwork Period used by Training Officer

- Past: 1,680 mins (4 days: Collaboration, Transportation, Arrangement)
- Current: 20 mins (Platform Demonstration)



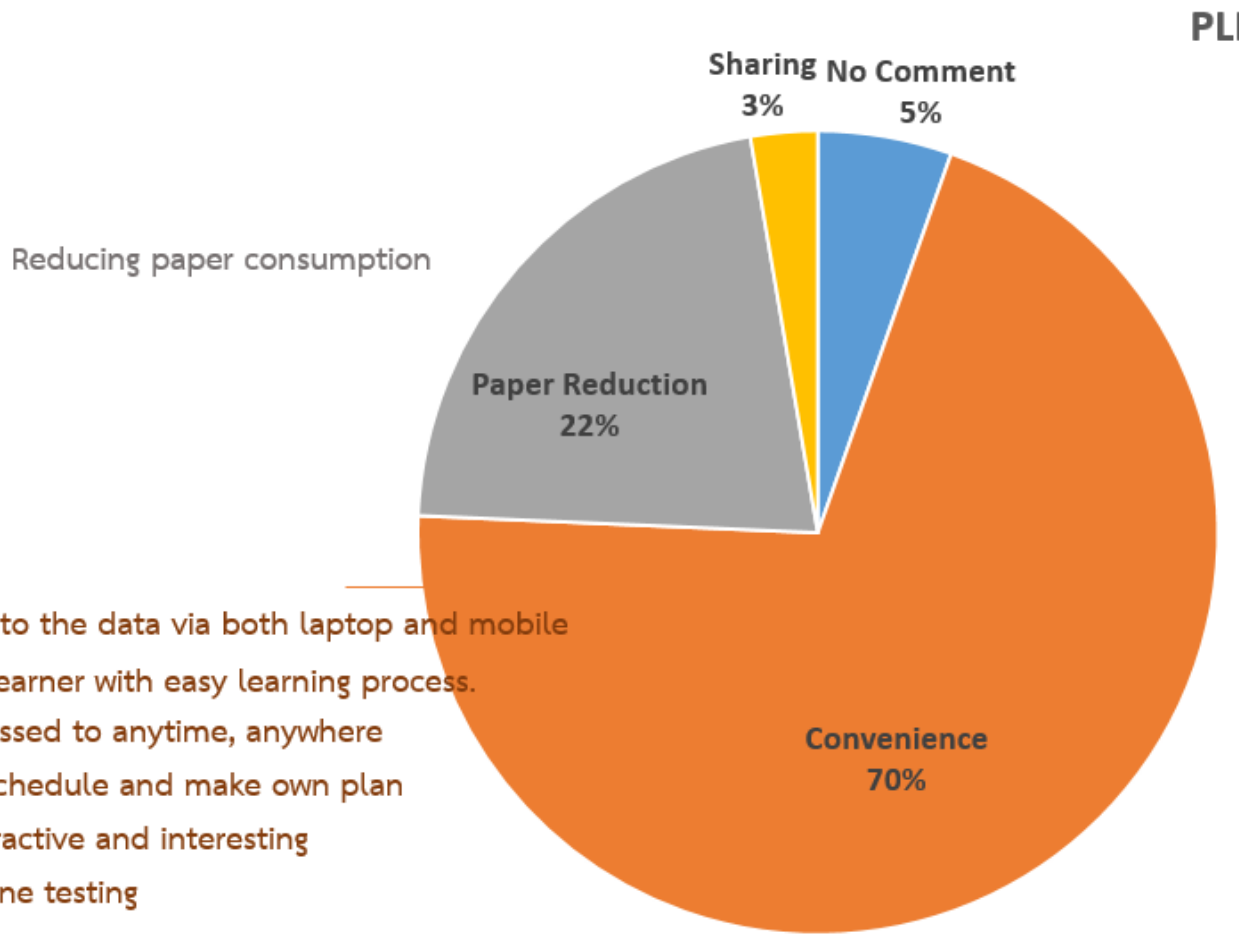
Paper Cost

- Past: 20,000 Baht
- Current: 50 Baht (in case of technical error)

MEA Play and Learn through PLEARN Platform

MEA New Employee Program Year 2018

Can communicate with the group member via Idea Spreading Function



- Easy to get access to the data via both laptop and mobile
- It helps facilitate learner with easy learning process.
- Can be easily accessed to anytime, anywhere
- Can be seen the schedule and make own plan
- Platform looks attractive and interesting
- Help facilitate online testing

PLEARN Satisfaction

174 Total Employees

- **148 Replies**
  - **140 Satisfaction**
  - **8 No Comment**
- **26 No Replies**

Project Implementation

Leadership Development Program Year 2018

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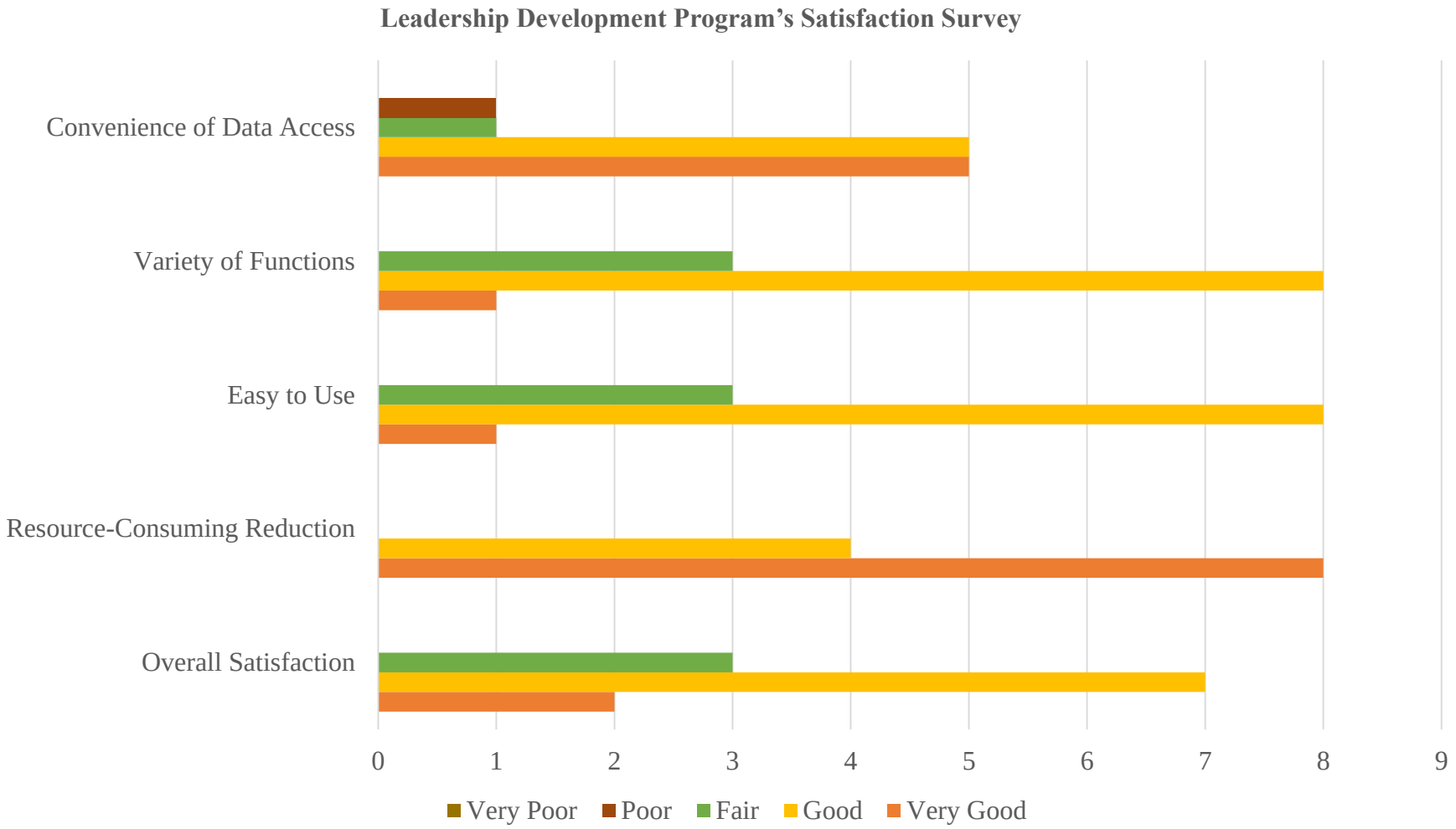
Leadership Development Program Year 2018



Project Implementation

Middle-Management Development Program Year 2018

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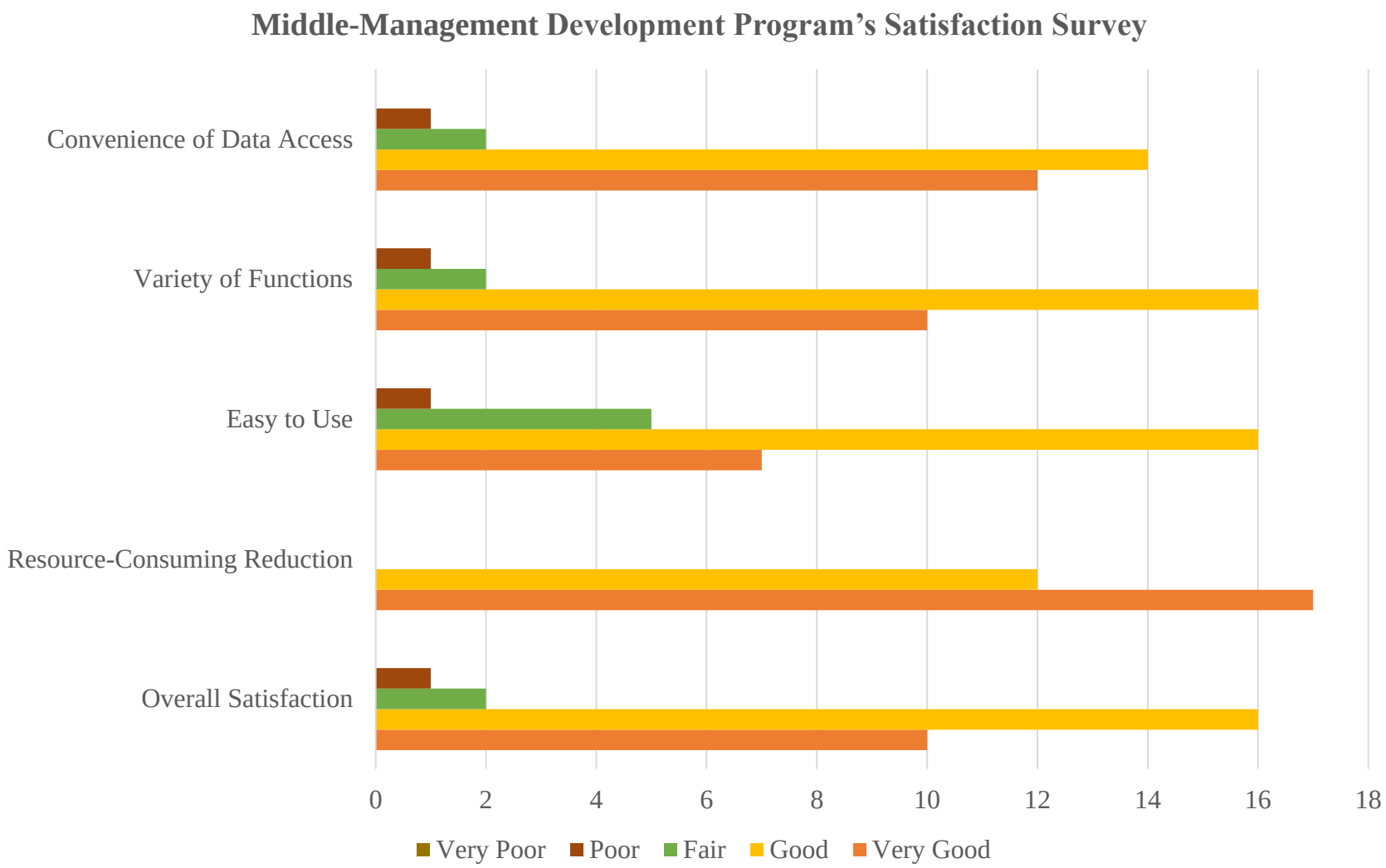
Middle-Management Development Program Year 2018



Project Implementation

Junior-Management Development Program Year 2018

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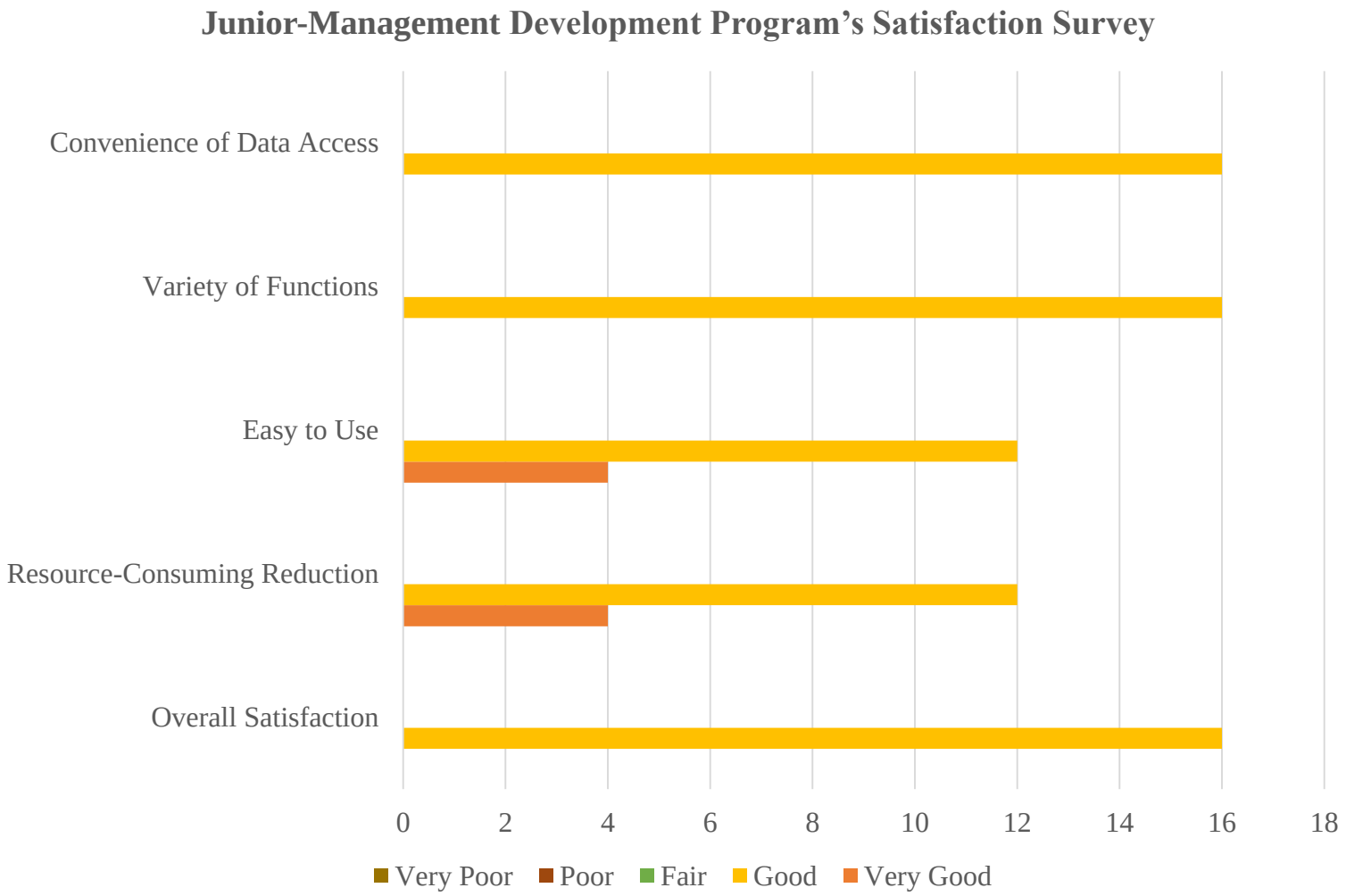
Junior-Management Development Program Year 2018



MEA Play and Learn through PLEARN Platform

OUTSTANDING

- **A Systematic New Learning Platform** with modern interface and outlook
- Support **self-planning** and **creative-learning atmosphere**
- **Many functions** to support learning
- **Convenient Access** (anytime anywhere)
- **Save time and costs**

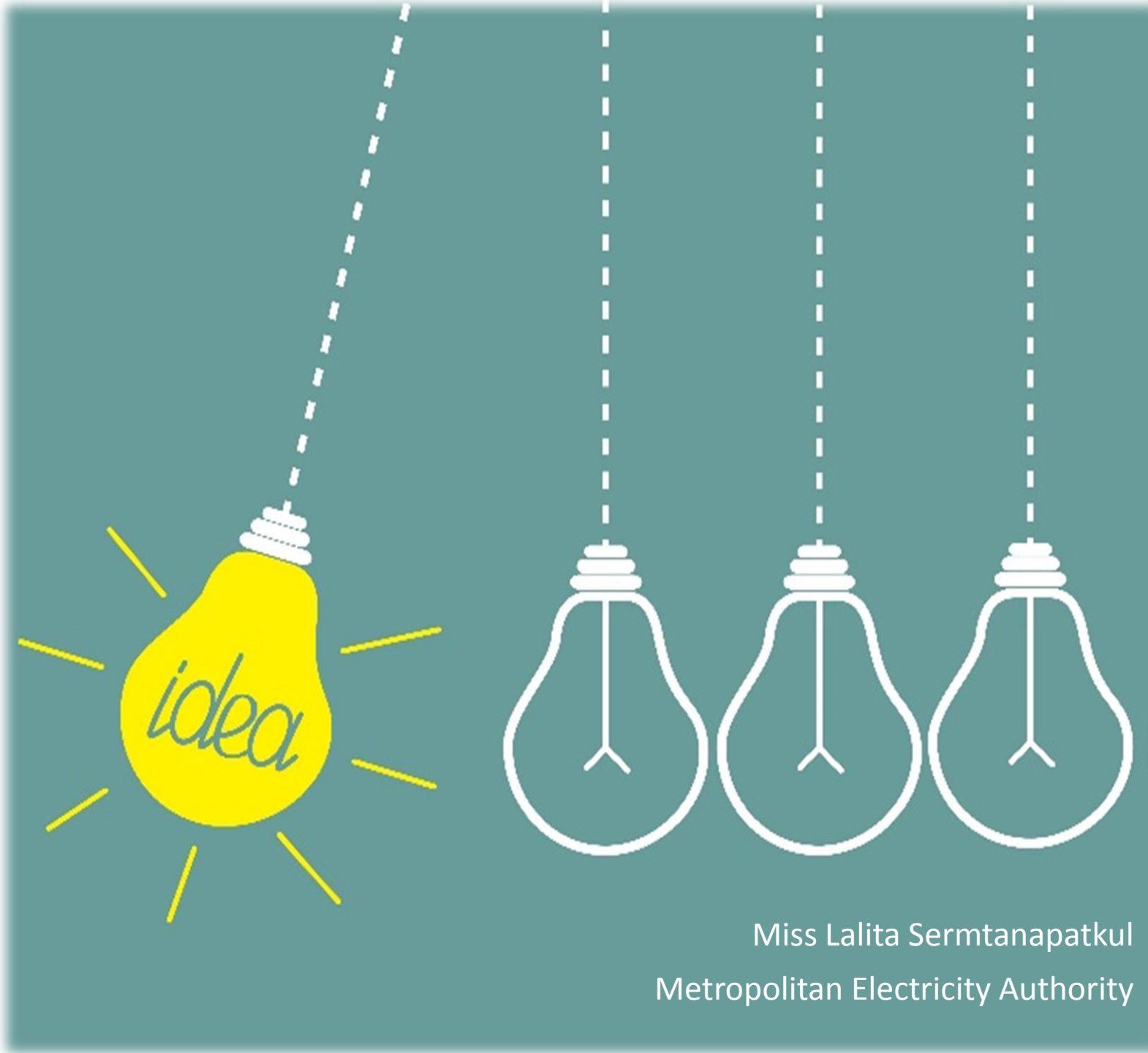
LIMITATION

- N**ew to trainees**
- Limitation of **storage capacity and data security**
- **Limited access to some data** when using **MEA intranet**

You don't have to be great to start,
but you have to start to be great.
Zig Ziglar
quotefancy

Reference

- Rewriting the rule for the digital age
- Driving the new learning organization; How to unlock the potential of L&D
- 7 Ways to Improve the Onboarding Process
- Senior Consulting
- Exchange Student Experiences in Germany



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Metropolitan Electricity Authority

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platform

PLEARN

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MEA Play and Learn through PLEARN Platform

GOAL

- ✓ Organization Development
- ✓ Organization Commitment
- ✓ Cost Reduction

HRM Department

HRD Department

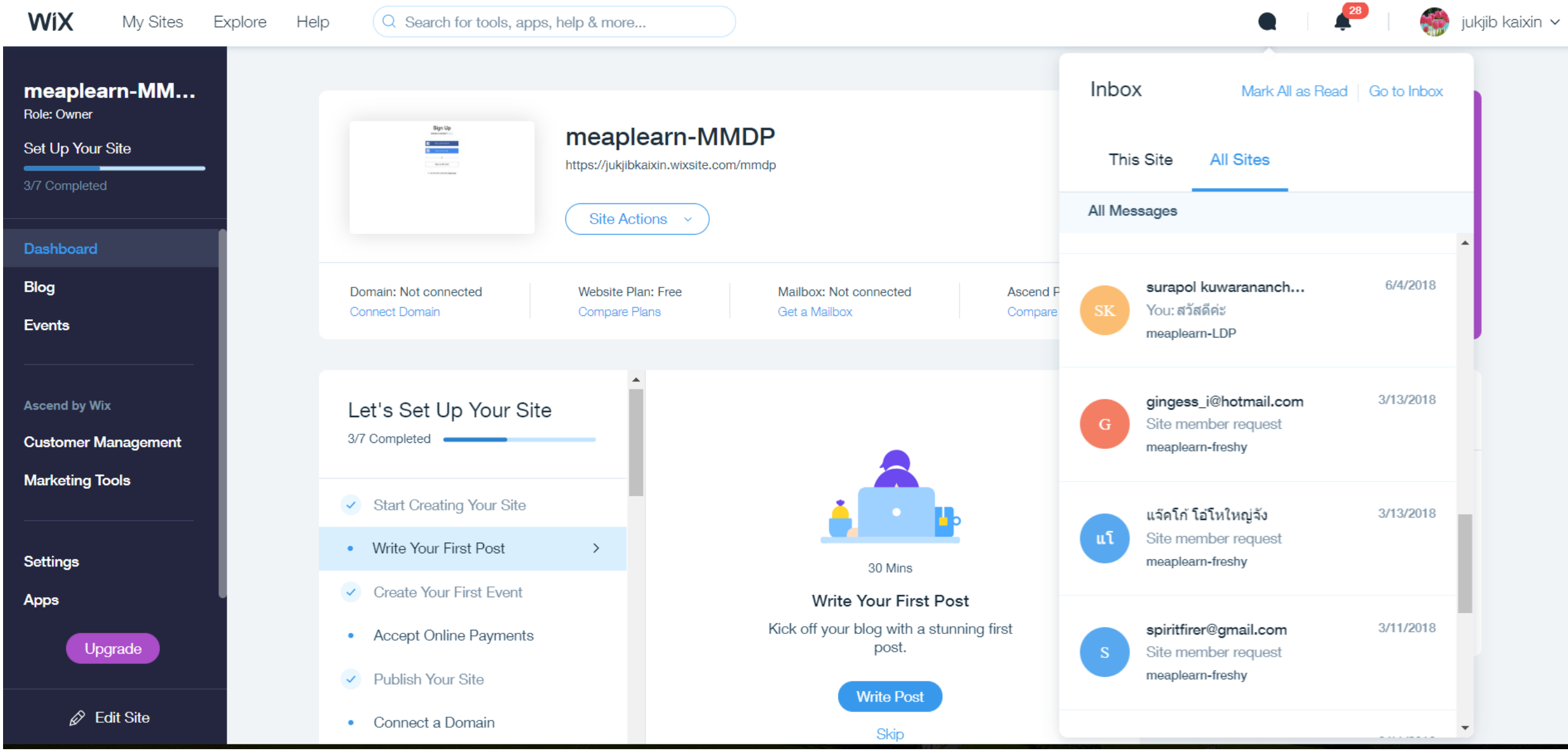
Training Roadmap / IDP

Career Path

HRD Tool

Top Essential Skills in 2020

Change Leading & Management Competency


WiX
My Sites
Explore
Help
Search for tools, apps, help & more...
28
jukjib kaixin
meaplearn-MM...
Role: Owner
Set Up Your Site
3/7 Completed
Dashboard
Blog
Events
Ascend by Wix
Customer Management
Marketing Tools
Settings
Apps
Upgrade
Edit Site
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https://jukjibkaixin.wixsite.com/mmdp
Site Actions
Domain: Not connected
Connect Domain
Website Plan: Free
Compare Plans
Mailbox: Not connected
Get a Mailbox
Let's Set Up Your Site
3/7 Completed
Start Creating Your Site
Write Your First Post
Create Your First Event
Accept Online Payments
Publish Your Site
Connect a Domain
30 Mins
Write Your First Post
Kick off your blog with a stunning first post.
Write Post
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Inbox
Mark All as Read
Go to Inbox
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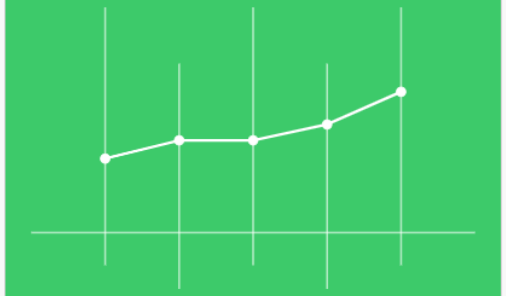
3/11/2018

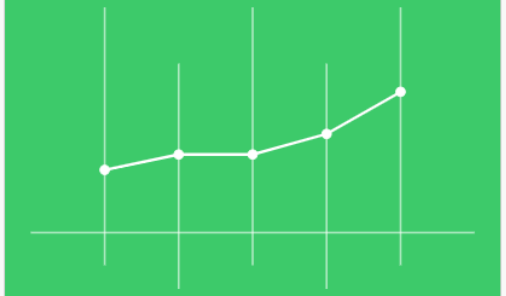
293
Visitors



See more

119% more visitors
compared to previous 4 weeks

137
Unique visitors



See more

40% more unique visitors
compared to previous 4 weeks

1144
Page visits

See more

55% more page visits
compared to previous 4 weeks

Latest visitors

Thailand — 103.49.149.13
Returning visitor visited HOME and 3 other pages. — 16 min ago

Thailand — 182.232.165.36
New visitor visited Copy Of Organizatio... page. — 20 min ago

Thailand — 182.232.168.229
New visitor visited HOME page. — 21 min ago

Thailand — 1.46.141.189
Returning visitor visited Other Sources and 3 other pages. — 1 hour 48 min ago

Thailand — 103.49.149.11
New visitor visited Other Sources and 1 other pages. — 4 hours 11 min ago

Thailand — 182.232.196.228
New visitor visited HOME page. — 4 hours 12 min ago