

How AXIOM's Instructional Design Team Approach Led to a Successful Engagement

Background & History

When an international investment company couldn't fill roles for Instructional Designers, they turned to AXIOM Learning Solutions for their staff augmentation services. This client had a project that was a year behind where it should have been, but the local talent pool had diminished, leaving the team without quality candidates to choose from.

This client was looking for Instructional Designers (IDs) to update 10 eLearning modules for their Branch Support Group. AXIOM had the resources but knew that many of their qualified candidates were not local to this company's headquarters. After an initial needs analysis, AXIOM proposed working with consultants who would work remotely. This was not typical to the client's culture and required further conversations to ease the hesitation and solidify the logistics of hiring remote consultants.

AXIOM walked the company's representatives through the process of hiring and managing remote consultants including offering assistance in communication with the consultants. AXIOM assured the clients' representatives that any consultants AXIOM provided would be comfortable in this role and would have a proven track record of success in a remote environment.



Challenge

Insufficient internal resources



Partnership

Staff augmentation services



Success

10 eLearning courses were updated in less than 90 days

How AXIOM's Instructional Design Team Approach Led to a Successful Engagement

Results that Speak Volumes

After agreeing to consider remote consultants, the talent pool widened substantially, and AXIOM was able to find a team of three IDs who had the right industry experience and were comfortable working remotely.

AXIOM staffed the client with a consultant lead and two IDs were hired to work as a team to update the 10 eLearning courses. AXIOM recommended hiring these three consultants together because they had worked as a team on another AXIOM project. Because they knew each other well and had a strong business relationship, they were able to easily communicate remotely and move through stages of the project quickly.

The 10 eLearning courses were updated in less than 90 days, and all three consultants were kept on staff for future projects. Thousands of employees nationwide utilized the training AXIOM designed and developed.

