



THE CLIENT

A story of success between Impactful Specialist Solutions and the continent's most impactful retailer.

SUCCESS STORY

The greatest impact is empowering progress of young talent ● ● ●

With the backdrop of a severe unemployment crisis, the continent's biggest retailer was in need of a change partner. Recognising an opportunity to further enhance its technological advancement and boost graduate placement, the major retailer sought a collaborative partner to empower young learners, aligning both business and personal development aspirations. This compelled the client to enlist Impactful, a specialist division within the LRMG Group, formed through the acquisition of Altron People Solutions. As the partner with 'impact' in its name, we were able to – together – define a transformative solution that could not only address IT talent challenges – but could more importantly drive business and individuals forward.

SHARED VISION

Together with the clients' Learning and Development team, we envisioned a solution where we could both be a catalyst for meaningful change. Both parties felt we could go beyond meeting scorecard requirements and uplift young graduates by providing them with opportunities for future development. For the client especially, the solution held the potential to bridge the skills gap and nurture a culture of innovation and growth from within.



A SOCIAL CITIZENSHIP PARTNERSHIP

When the major retailer approached Impactful, it resonated deeply. The duty and sense of social citizenship we felt meant that we could help create meaningful change for both the retailer and these young professionals. We recognised the immense potential of collaboration and embraced what we realised we could deliver – a means to drive progress with a key team who was also enabling technical progress.

● ● ● ● ● Connecting the dots and offering young learners a chance to thrive ● ● ● ● ●



THE EMPOWERING SOLUTION

We embarked on a two-month journey to fully understand the clients' unique human-to-technology landscape, ensuring that the learning solution matched the company's specific needs. The empathetic approach focused not only on technical skills but also on nurturing vital human cornerstones of learning – Capability Academies – which included empathy, creative thinking, and effective communication.

A JOURNEY TOWARDS PROGRESS

The learning model was thoughtfully designed to deliver hope and generate interest for the graduates, demonstrating the possibilities that awaited them. The learning path featured a blend of online modules, practical experiences, and immersive instructor-led courses, all carefully curated to build a sense of purpose, belonging and progress.

Impact big!



EMPOWERING RELEVANCE AND PROFESSIONAL IMPACT

Rather than focusing on aligning to standardised qualifications, our solution emphasised the relevance of skills needed in the building – within the major retailer. The goal was to equip graduates with competencies that would empower them to progress into meaningful employment and thrive in their roles within the organisation, creating a positive change at scale.



Explore our highly sought-after technology skill and capability solutions.

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SUPPORT AND REAL-TIME GUIDANCE

Understanding the urgency and need to deliver, Impactful provided real-time support and guidance. With the belief that every learner deserves a chance to succeed, a Learning Journey Manager was assigned to monitor progress, offer support, and provide incremental assessments as needed. Lagging learners were met with understanding and paired with skilled mentors to ensure they never felt left behind.

Impact right!



THE RESULTS OF A SOCIAL CITIZENSHIP PARTNERSHIP

The collaborative efforts between the client and Impactful created more than forward motion. The youth graduates were transformed into confident, job-ready professionals. By embracing our social citizenship and sense of duty, Impactful along with the major retailer took the lead in enabling progress and contributing to much-needed advancement. The impact extended far beyond the retailer, creating a profound change as young talent found meaningful employment and a path towards a better future.

By recognising the pressing challenges we face and by taking compassionate action, organisations can drive business growth and empower youth in a way that creates progress where it's needed most. This transformative journey shows the immense potential of impactful partnerships in addressing developmental needs in a way that leaves a lasting legacy of positive change forward – for business, for individuals, for all.