



Learning Challenge 2020

#learnmore

Global Learning



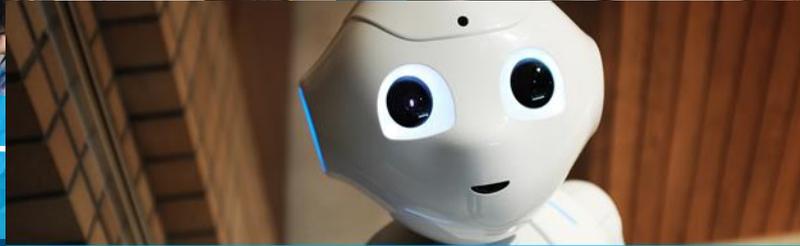
Why is a learning culture which fosters continuous learning so important for ZF?



AGILITY



WORK



DIGITALIZATION



INNOVATIVE CULTURE



TEAM BEATS SILO



"Our industry is facing the greatest transformation in its history driven by an increasing shift in demand for autonomous, connected, electric and shared mobility. During these quickly changing times - in order to not only meet, but shape tomorrow's mobility requirements - we all need to continually develop, learn new skills where relevant, but also embrace new ways of learning. As such, the ZF Learning Challenge 2020 is a great opportunity to kick-off or further our learning journey and I'm personally looking forward to taking part in this initiative", says Sabine Jaskula, HR-responsible Board Member.

- Especially in fast changing times it is important to adapt and keep on learning and developing
- ZF is facing many different challenges at the moment. To be prepared we need a motivated and highly skilled workforce, which never stops learning and adapts quickly to the upcoming requirements

To support this change, GLOBAL LEARNING plans an initiative to make employee and managers aware of the importance of learning and support them to integrate small learning habits into their daily working routine.

Furthermore we want to promote helpful learning nuggets to broaden the horizon and start a discussion and reflexion about this topic.

#LearnMore Overview

Learning Challenge #learnmore



Corporate MOOC



15 days learning challenge



Daily challenges



Live discussions



Motto of the day

#Motivational Monday

#TED Tuesday

#WebBased Wednesday

#Technical Thursday

#Friday with Friends



How?



Corporate MOOC

- Common Learning Community/ Space within SAP JAM.
- Open to all ZF employees and managers



Virtual Blended Learning Format

- Cost and time efficient learning approach
- Easy to integrate in to daily work
- Practical tips and learning hacks to make learning a habit
- Different reoccurring learning elements included to give structure and a positive learning experience
 - Live sessions
 - Small tasks
 - ...



Roll out approach

- Internal resources, cross-divisional working team to support and ensure global roll out and communication



Communication

- ZOOM
- Regional and local communication channels
- Focus on white collar workers

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When?

	Week 1 01/20 - 01/24 Digital Learning	Week 2 01/27 - 01/31 Learning Mindset	Week 3 02/03 - 02/07 Social Learning
#Motivational Monday 	S Digital Learning Opportunities	Learning & Failure Culture	Pro's and Con's of Social Learning
#TEDTuesday 	Storytelling	S Agile mindset	S Social Learning at ZF
#WebBased Wednesday 	Gamified E-Learning	Learning Agility - What we can learn from agile methods?	Social Learning Deep Dive
#Technical Thursday 	Media Design Do's & Don'ts	Learning Techniques	Social Learning Tools
#Friday WithFriends 	S Q&A Live Session	S Learn from a scrum master	S Your Opinion: Live Exchange

#Motivational Monday

#TED Tuesday

#WebBased Wednesday

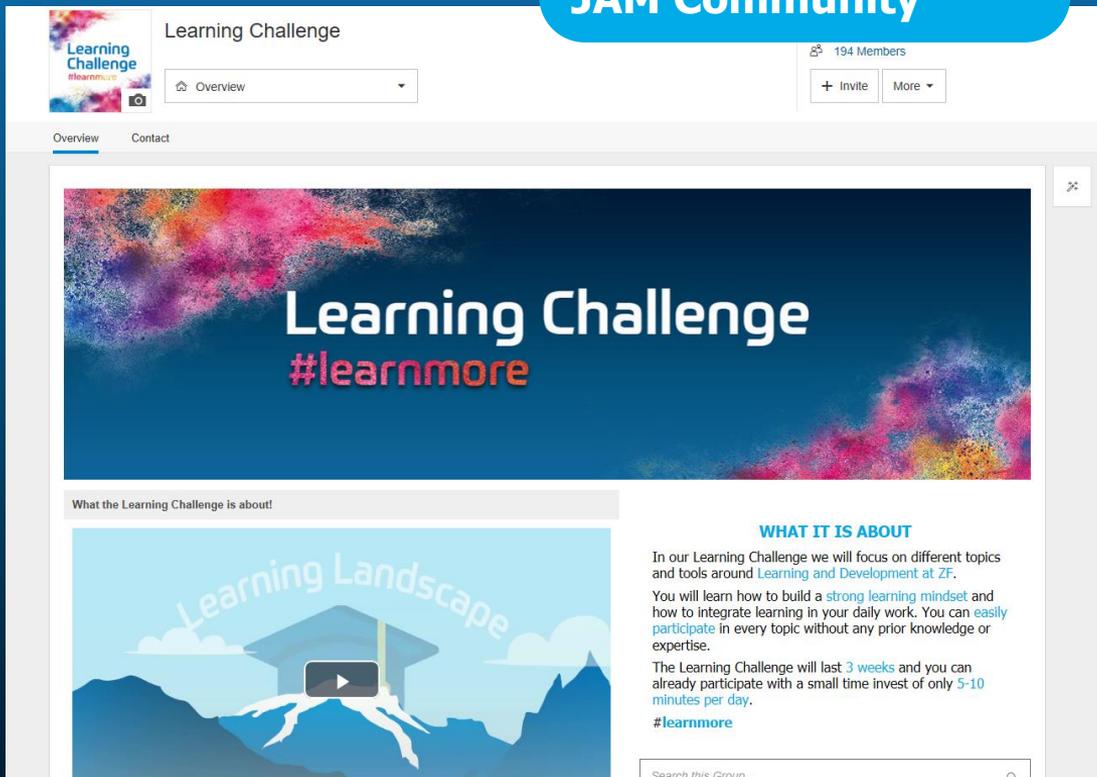
#Technical Thursday

#Friday with Friends

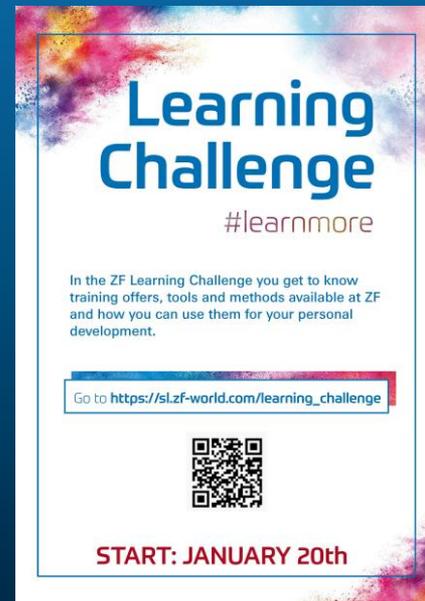
#LearnMore Let's get started

ZOOM Page

JAM Community



The screenshot shows the Facebook group page for 'Learning Challenge'. At the top, there is a profile picture with the text 'Learning Challenge #learnmore' and a cover photo with the same text. Below the cover photo, there are navigation tabs for 'Overview' and 'Contact'. The main content area features a large banner with the text 'Learning Challenge #learnmore' on a colorful, abstract background. Below the banner, there is a section titled 'What the Learning Challenge is about!' with a video player showing a 'Learning Landscape' graphic. To the right of the video, there is a section titled 'WHAT IT IS ABOUT' with the following text: 'In our Learning Challenge we will focus on different topics and tools around Learning and Development at ZF. You will learn how to build a strong learning mindset and how to integrate learning in your daily work. You can easily participate in every topic without any prior knowledge or expertise. The Learning Challenge will last 3 weeks and you can already participate with a small time invest of only 5-10 minutes per day. #learnmore'. At the bottom of the page, there is a search bar with the text 'Search this Group'.



The poster features a colorful, abstract background. At the top, the text 'Learning Challenge' is written in a large, blue, sans-serif font, with '#learnmore' in a smaller, red font below it. Below this, there is a paragraph of text: 'In the ZF Learning Challenge you get to know training offers, tools and methods available at ZF and how you can use them for your personal development.' Underneath the text is a blue button with the text 'Go to https://sl.zf-world.com/learning_challenge'. Below the button is a QR code. At the bottom of the poster, the text 'START: JANUARY 20th' is written in a bold, red font.

