

Deloitte.

MIND ID  
Mining Industry Indonesia

disprz



# how deloitte ensured successful workforce transformation for MIND ID with disprz

Mining Industry Indonesia (MIND ID) is a State Owned Mining Industry Holding of various affiliates, among them ANTAM, Bukit Asam, Freeport Indonesia, INALUM, Timah and Vale Indonesia. **MIND ID had the vision to create a learning culture anchored in personalised experiential learning** for their Xplorer Program (Management Acceleration Program) so that employees could feel empowered to invest in their careers and build skills on the job. **Deloitte selected disprz as their core learning technology platform to create a high-impact performance academy to build skills on the job.**

Company Size

10,000+

Industry

Mining

Founded

2019

Headquarters

Indonesia

Website

<https://www.mind.id/>

## In a snapshot

### Challenge

A centralised platform to onboard, upskill and promote role-based learning that supports high performance across the value chain

### Solution

A white-labelled engaging learning and skilling platform with personalised professional, technical, soft skills, and management development through role-based journeys

### Outcome

**95% journey completion rate** with **100% self-enrollment** post onboarding journey completion

## Plan: Disprz LMS Pro + LXP Growth



### Features Used



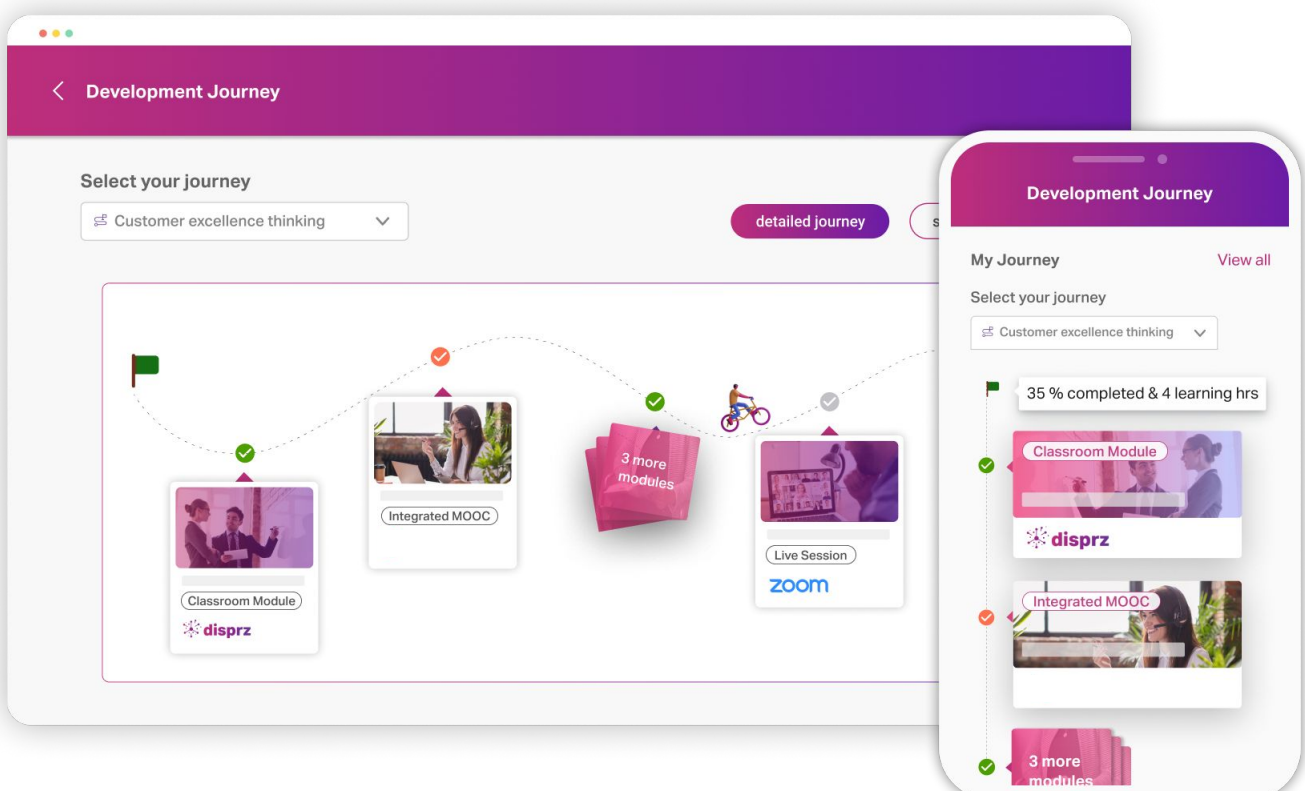
### Use Cases



## How disprz enabled new hires to succeed

### Role-based personalisation

disprz **automated learning journeys** simplify the onboarding experience by providing a digitised platform that can be accessed from any device on-the-go ensuring that new employees can hit the ground running, **reducing time to productivity**. Moreover, **personalised journeys create an engaging user experience** by showing users their progress as they learn.



## Rich onboarding experience through different formats



### Classroom

Classic face-to-face sessions with multiple batch setup, attendance tracking



### On-the-job training

Translating learning into action by assigning projects based on completions



### Multilingual Microlearning

Bite-sized, self-paced, digital learning nuggets (artefacts, videos, flashcard & many more)



### Live Virtual Gamified Training

Virtual masterclasses to learn, discuss, participate in interactive learning sessions



### Buddy / Manager coaching

Performance based coaching with peers & superiors to assess the progress



### Assessment

Self-paced, Proctored, Game-based, Objective-type or graded subjective assessment

## How disprz empowered learners to upskill

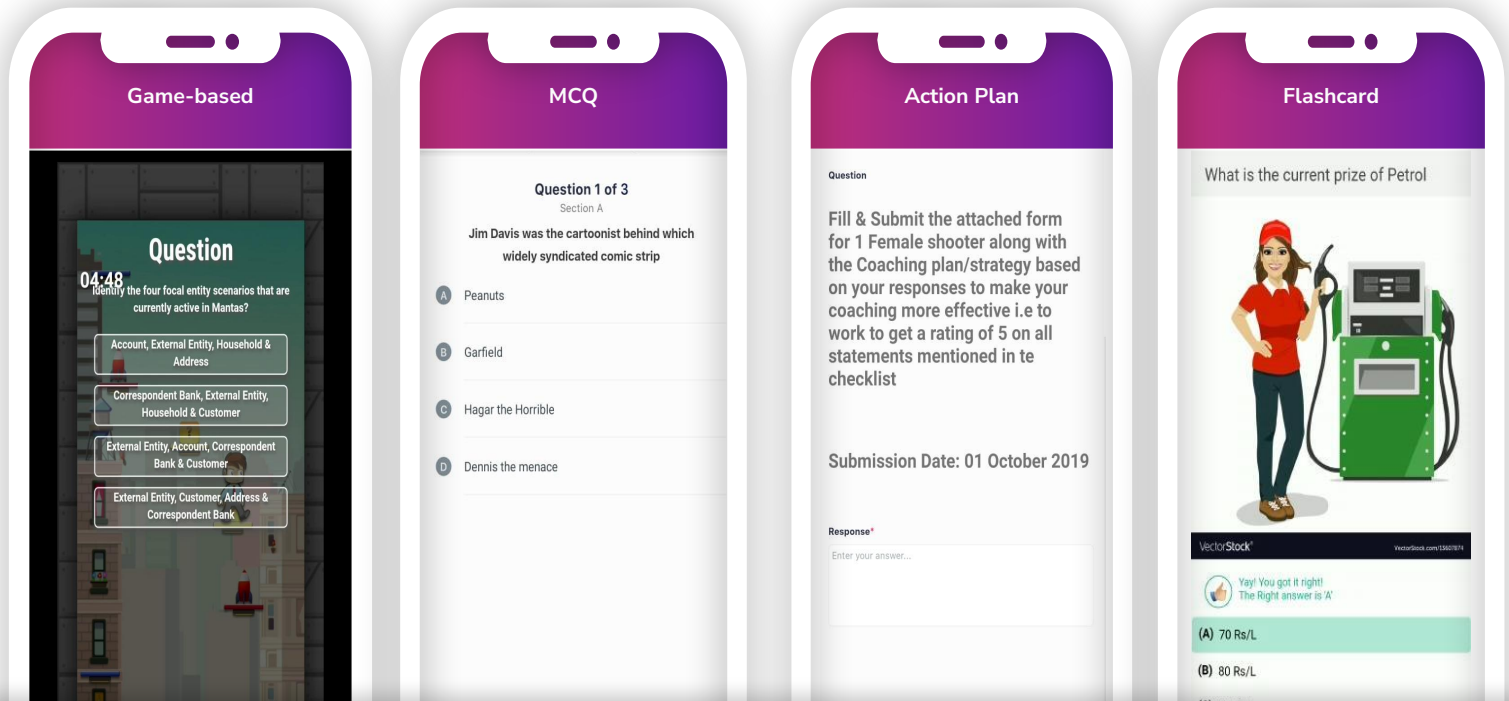
### Pull-based learning through AI recommendations

AI-based recommendations of learning content based on learning history, skills, trends and interests puts the **user in control of their learning and boosts motivation**. Combination of AI and human curation that presents learners with the **best and latest free content from the web** as well as **premium content from MOOC providers** ensuring employees do not waste time searching for the right content and they don't have to guess at the quality of the content and whether it will benefit them.



# Ascertain employee potential and understand skill gaps

A powerful assessment engine supporting different forms of assessment formats ensures that **knowledge is retained** long after it is taught.



Game-based Assessments

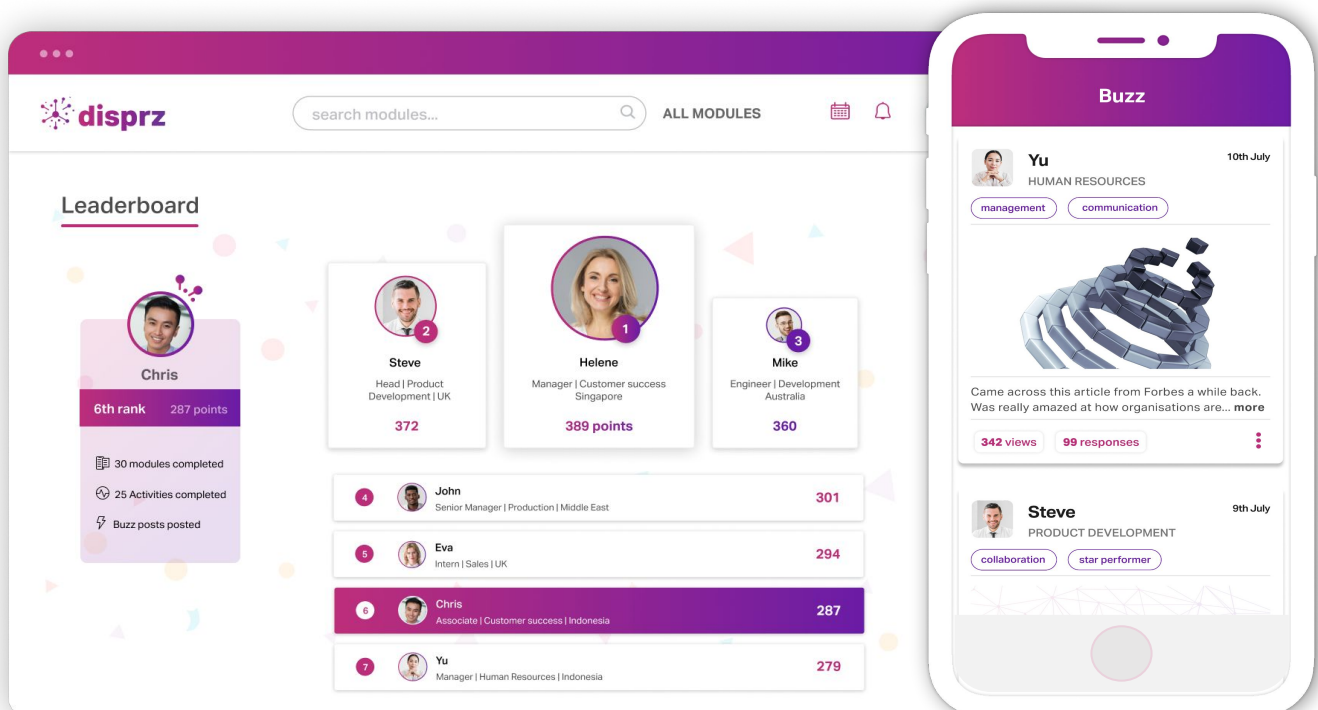
MCQ Assessments

Action Learning Projects

Flash Card Assessments

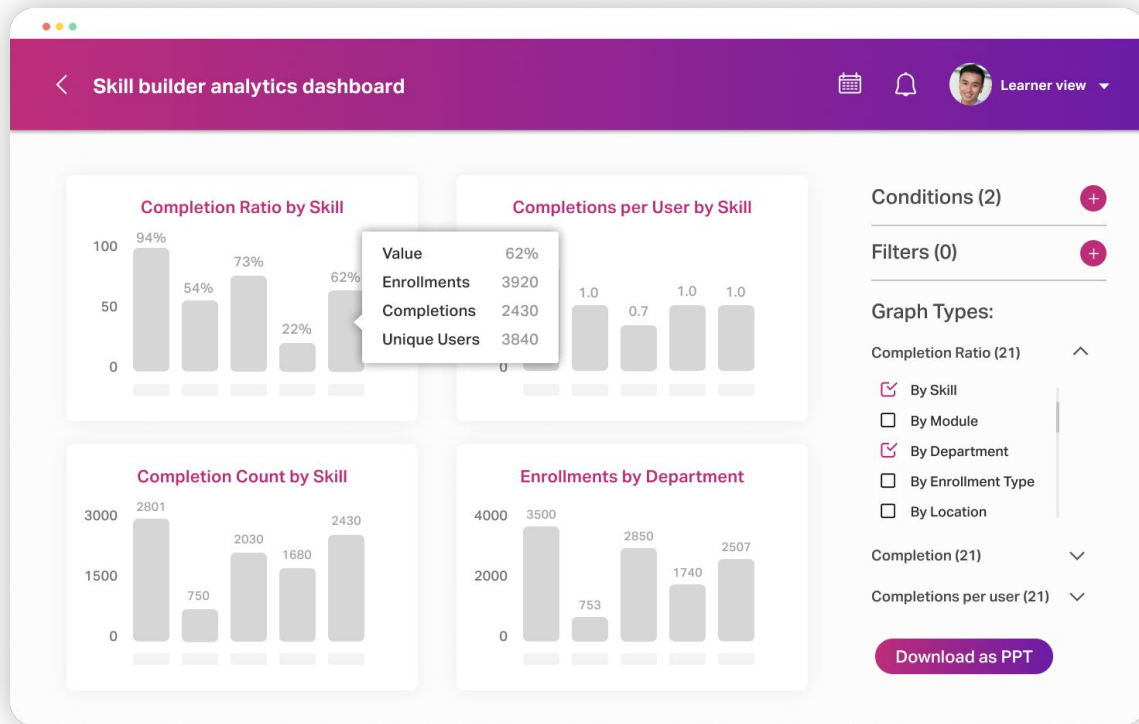
## How disprz created a culture of learning

Through disprz **leaderboard**, **contests**, and **certifications** it's easy to drive a **continuous learning culture** as well as a **rewarding experience**. Social and peer based learning through features like buzz, chat and teams aids **knowledge sharing** and **surges adoption**.



# How disprz equipped MIND ID with performance management analytics

disprz analytics allows administrators to track real-time progress on **learning, engagement, and adoption** to understand **effectiveness of its training program**. It also offers the ability to **customise analytics dashboards** with metrics that can answers the questions about the **future of your workforce**.



## disprz platform is secure by design

disprz meets the industry standards for **enterprise grade security and privacy** through in-built features such as multi-factor authentication, SOC 2 compliance and more:



### Secure Data Host

No worries with cloud hosted course content and daily backup of all data.



### Content Ownership

Control all course content authored and learner data obtained.



### 24/7 Supervision

Our team works 24/7 to maintain your system and keep it running smoothly



### Easy upgradation

Receive newest functionalities instantly and seamlessly upgrade when needed



### SSL Certificate

SSL certificate for secure information transfers.



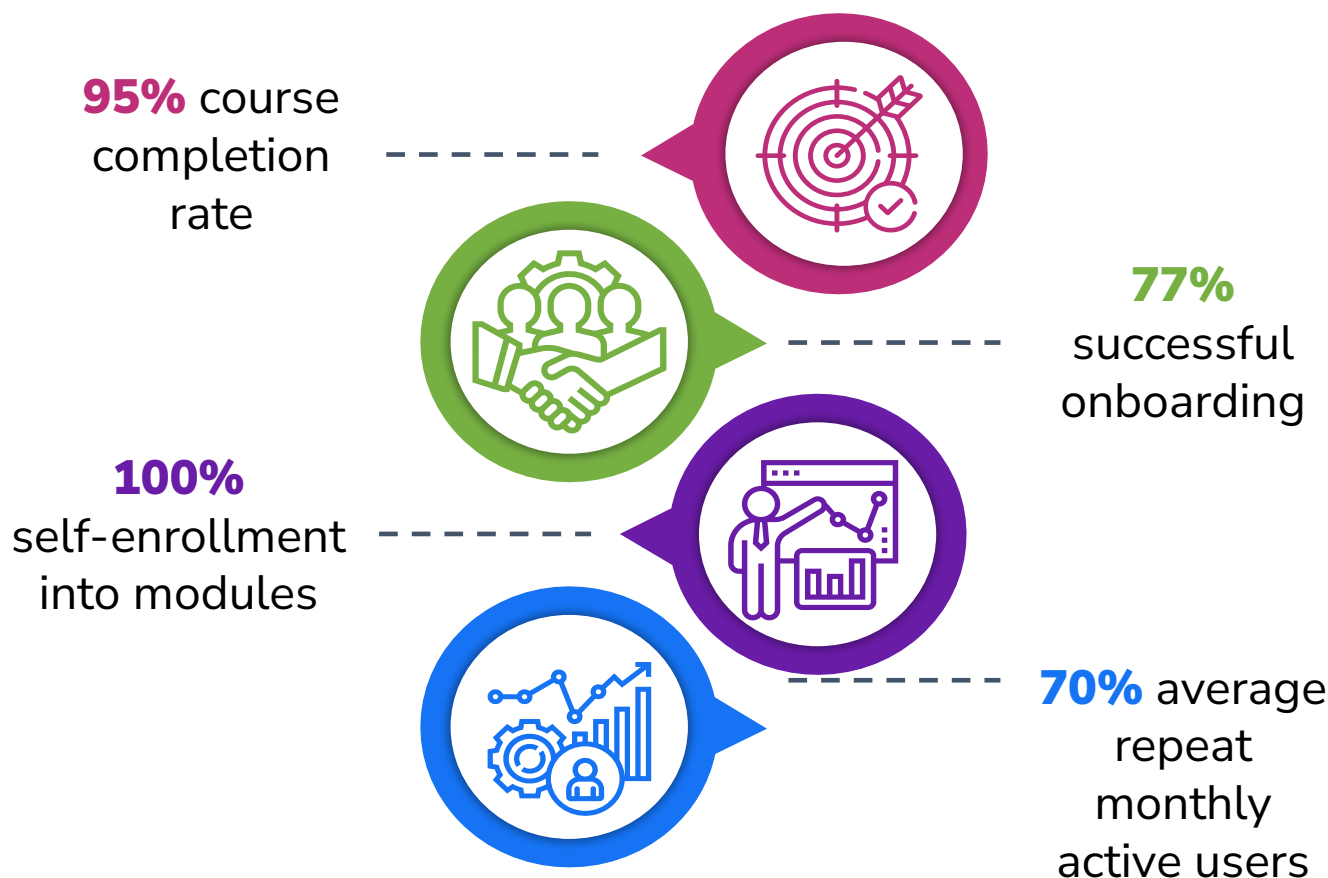
### VAPT Tests

Security testing to identify and address cyber security vulnerabilities

# The results

disprz's robust platform was specifically designed to meet the four main milestones outlined by MIND ID: **onboarding, activation, growth, and acceleration**, covering its entire value chain from operations to corporate services. Moreover, it was tailored to be flexible enough to meet employee and business needs and modeled to inculcate a learning culture.

The top three priorities for MIND ID were **ease of access to relevant learning content, ownership of professional development, and developing capabilities for high performance**. All of which have been fulfilled by the disprz platform. Deloitte reports that MIND ID's Xplorer program has been transformative for its new hires: empowering, learner-driven, leadership-guided, and technology-enabled. The outcome data strongly suggests that the platform resonates with employees in a very impactful way.



**disprz**

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