



**HOW WE LAUNCHED
E-LEARNING ACROSS
THE GLOBE, WITH
LIMITED RESOURCES**

**RESTLESS
DEVELOPMENT**

**WE ARE A GLOBAL AGENCY FOR YOUTH-LED DEVELOPMENT
OUR VISION FOR 2030: YOUNG PEOPLE DEMAND AND DELIVER A JUST AND SUSTAINABLE
WORLD**

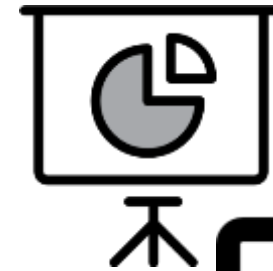


**RESTLESS
DEVELOPMENT**

**OVER 400 STAFF BASED IN 10 COUNTRIES
SOUTHERN EAST ASIA & SUB-SAHARAN AFRICA
MAJORITY OF STAFF ARE UNDER 32**

INTRODUCTION

- **Friendly Lithuanian**
- **People & Performance Coordinator**
- **Have been in post for 20 months**
- **Strong marketing background**
- **Merging experience in branding, communications and digital technology with people development**



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DEVELOPMENT**

WHAT TO EXPECT

Learn how we approached issues that you might be facing today. Share your e-learning story.

- **Our way of working with limited resources**
- **Four learnt lessons from launching e-learning**
- **Ideas for launching your next L&D initiative**



GAME TIME

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DEVELOPMENT**

WHY E-LEARNING

- **Hiring on potential & entrusting with autonomy**
- **Support staff with their professional development**
- **Global development opportunity for everyone**
- **Huge appetite from our country teams**
- **Support on soft skills and IT know-how**



BARRIERS

- **Geographical disparity: 10 countries**
- **No full-time L&D professional**
- **No training & travel budget**
- **Young staff: high expectations for technology**
- **7 months to make it happen**



To achieve great things; two things are needed a plan and not quite enough time” Leonard Bernstein



1

E-LEARNING DESIGNED BY EVERYONE FOR EVERYONE

**RESTLESS
DEVELOPMENT**

CREATED BY EVERYONE FOR EVERYONE

- **Sought allies in other departments**
- **Global staff competition to select e-learning identity**
- **Support from in-house marketing team**
- **40 staff volunteered from various teams and all our countries**
- **Staff engaged with e-learning prior to launch**
- **Consultative process allowed diverse learning needs across different countries to be considered**





2

**JUNIOR STAFF AT THE HEART OF LAUNCHING
E-LEARNING**

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DEVELOPMENT**

JUNIOR STAFF AT THE HEART OF LAUNCHING E-LEARNING

- **Full approval from the senior management**
- **Global Superhero Club led by junior staff**
- **Staff from all teams and countries**
- **Structured development opportunity for young people**
- **In charge of behaviour change & leaving a legacy**
- **Junior staff brought positive energy and fresh ideas**
- **Global network of engaged volunteers**



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RESTLESS FOR LEARNING, HUNGRY FOR DEVELOPMENT



3

THE POWER OF FUN

**RESTLESS
DEVELOPMENT**

THE POWER OF FUN

- **If your work looks exciting, other people will want to help you even when no money is offered**
- **Superhero theme: completing missions and wearing capes**
- **Harnessing the talent of our people**
- **Competitions, prizes and balloons!**





THE POWER OF FUN

**RESTLESS
DEVELOPMENT**



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NEPAL
LAUNCH

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THE POWER OF FUN

**RESTLESS
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RESTLESS DEVELOPMENT

THE YOUTH-LED DEVELOPMENT AGENCY



THE POWER OF FUN

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BRAND IS KING

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BRAND IS KING

- **A new identify for e-learning**
- **Maarifa Platform: created and voted by staff**
- **Branding created by our marketing team**
- **Maarifa Platform looks like an extension of our agency's website rather than an external entity**
- **Free of cost customisation**
- **Bespoke images from our photo bank & photo shoots**

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RESTLESS
DEVELOPMENT



EFFECTIVE COMMS



MAKING DECISIONS



MANAGING YOUR TIME



NAVIGATING CHANGE



PRESENTATION SKILLS



PROBLEM SOLVING



DEALING WITH STRESS



WORKING TOGETHER

BRAND IS KING

RESULTS

- **13 launches in ten countries, driven by forty members of staff**
- **Full attendance from our country directors & global chief executive team**
- **CEO: ‘the most successful internal campaign to date’ and requested the e-learning week becomes a recurring annual event**
- **COO approved investment into bespoke induction modules on e-learning**
- **Buy in from management on incorporating e-learning in annual appraisal and staff’s personal development plans**
- **E-learning launch featured in CIPD’S People Management Magazine**

1

**CREATED BY
EVERYONE FOR
EVERYONE**

2

**JUNIOR STAFF AT
THE HEART OF
THE LAUNCH**

3

MAKING IT FUN



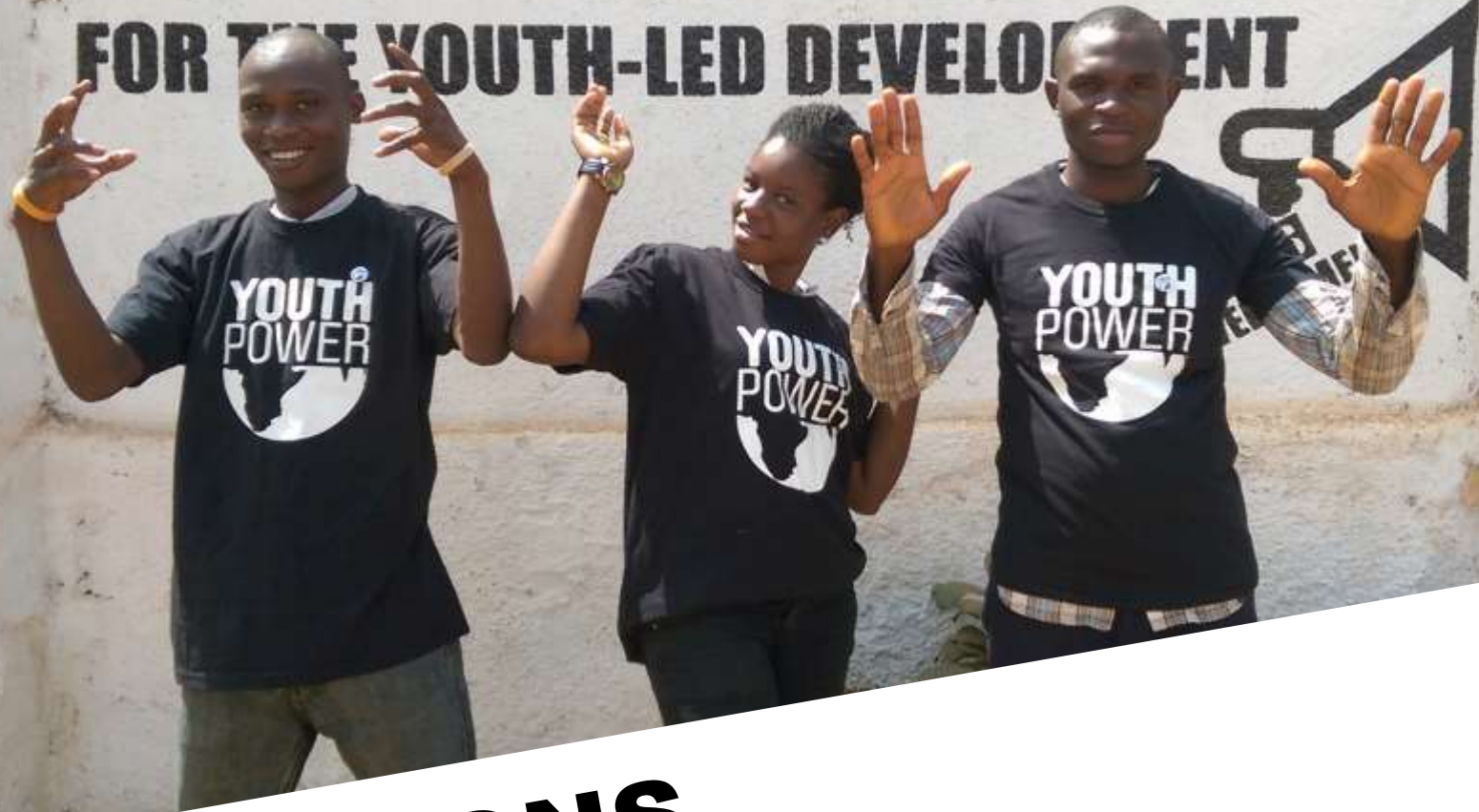
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BRAND IS KING

RECAP

**RESTLESS
DEVELOPMENT**

**WE GENERATE LEADERS
WE ARE PROUD TO CARRY THE BANNER
FOR THE YOUTH-LED DEVELOPMENT**



QUESTIONS

**RESTLESS
DEVELOPMENT**