

Client Spotlight

Bearing Point, Inc.

Bearing Point, Inc.—one of the world’s largest business consulting and systems integration firms—is known for providing results-focused managed services and consulting while reducing costs yet adding value for its clients. Its quest to develop a “Culture of Leadership” and to offer training to people in numerous global locations led it to The Ken Blanchard Companies® and Situational Leadership® II (SLII®). “Ken Blanchard is definitely the thought leader in business leadership skills,” says David Griffen, who serves as BearingPoint’s Director of Learning and Development. “We could actually partner with his company and they wanted to partner with us to make sure we were successful in the implementation of SLII®.” The approach that was developed mirrors BearingPoint’s strategic intent: delivering knowledge and skills to all levels of managers in a high-speed, cost-contained, time-starved, e-focused work environment—while offering direct support for revenue growth and cost savings objectives. To reduce learning time and effort, and remove the barriers of time zones and locations, BearingPoint launched a blended Informational Learning Technology (ILT) program delivered via an interactive learning platform that is proprietary to Ninth House®—an affiliate of The Ken Blanchard Companies. This e-Learning framework allowed delivery of the content BearingPoint needed, wherever it was needed.

CHALLENGE: Develop a leadership culture while training people in numerous locations around the world while reducing training costs

SOLUTION: Deliver knowledge and skills to all levels of managers via a high-speed, cost-contained, e-focused environment.

RESULTS: 33% reduction in the learning and development budget, a 65% reduction in training cost per employee, and a 60% increase in the e-hours training.

The Payoff: Comparing where the company’s training program was in 1998 with the picture 15 years later, the results speak for themselves. Enrollments jumped from 4,800 to 38,000, budgets were reduced by \$6 million per year, and e-learning spiked from 5 to 60 percent. This is one organization that puts its money where its mouth is in terms of delivering the same value to its internal clients that they offer to external clients: results-focused consulting with reduced costs and added value for learners—wherever in the world they may be.

David Griffin is Director of Learning and Development. He is responsible for the executive development curriculum for BearingPoint’s leadership, which is the foundation for their career growth and performance improvement. David has more than 12-years experience in the technology industry and an extensive background in sales, marketing, project management, and global leadership development.