

# Transforming Leadership Development with Engaged Learning



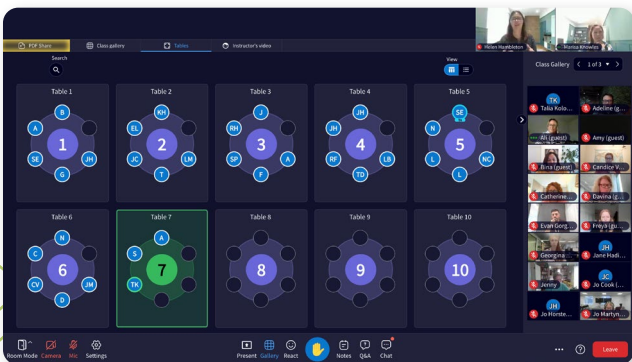
People Untapped transforms organisations and people as global capability catalysts. They use innovative learning methods to design and deliver impactful, sustainable behavioural learning that sticks. With clients that span global corporations to rapidly growing start-ups, they offer a full spectrum of learning and development services and are obsessed with maximising learning transfer for business impact.

## The Challenge

As organisations increasingly operate in complex, matrixed environments, developing leaders who can navigate these challenges is critical. People Untapped needed a robust solution to deliver their leadership development programs to geographically dispersed teams, ensuring engagement and measurable impact. They sought a platform that could seamlessly integrate interactivity, connect global teams in one virtual environment, and provide analytics to tie learning outcomes to business objectives.

## The Solution

People Untapped partnered with Engageli, an active learning platform specifically designed to enhance the effectiveness of online learning programs. Engageli's unique features allowed People Untapped to deliver their leadership programs to a variety of clients, including over 1,200 delegates from a multinational pharmaceutical company. This program included live interactive workshops held in a virtual classroom, supplemented by digital and self-study content.



"I believe we need to move to more intentional methods of delivering, evaluating and measuring learning impact. We need the right tools to enable effective learning both virtually and in-person. Engageli allows us to lead data-driven conversations with our clients about the true impact of the programs."



**Marisa Knowles**  
CEO, People Untapped

**People Untapped executives and facilitators especially appreciated the following aspects of delivering their programs on Engageli.**



### Seamless Interactivity

Participants were able to collaborate in real-time, enhancing their learning experience through group discussions, polls, and live participation.



### Consistent High Quality

By uploading materials embedded with Engageli Tags, every cohort benefits from the same high quality content and interactivity.



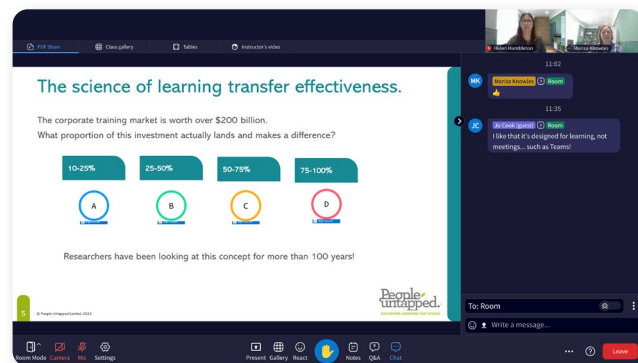
### Global Connectivity

Global teams can easily connect within a single virtual environment, breaking down geographical barriers and fostering a sense of community and shared learning.



### Smart Analytics

The platform provided analytics and engagement insights that were crucial in assessing impact and making data-driven adjustments.



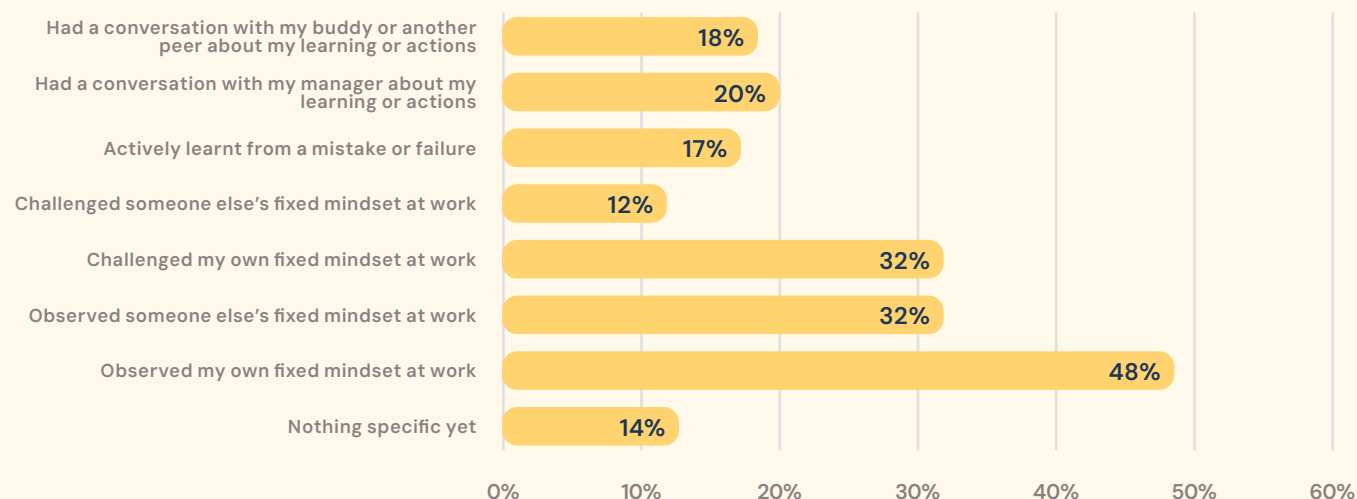
“Engageli has transformed how we facilitate workshops. Moving learners between table groups is so smooth and more intuitive than traditional breakout rooms. The integrated polling and analytics have given us deeper insights, making the learning experience richer for both us and our clients.”



**Katrin Homer**  
Client & Commercial Director,  
People Untapped

## Real-Time Measurement of Learning Application using Engageli Polls

What have you done since the growth mindset workshop?



## The Results: A Meaningful Way to Measure the Impact and Learning Transfer

The integration of Engageli into People Untapped's leadership development programs provided an added layer of excellence to an already highly impactful training program.

### Enhanced Leadership Capabilities

One program led to a 21-percentage-point increase in five core matrix leadership capabilities within 60 days, as measured by pre- and post-program self-assessments and 360-degree feedback. The most significant improvements were observed in delegates' confidence in influencing without authority.

### Immediate Application of Learning

Within one week of attending workshops, 38% of participants adapted their communication style, 28% applied a coaching process at work, and 29% improved team performance by applying their understanding of working preferences.

### Making Learning Stick

Across the 8-week programme, the more delegates actively applied their learning, the greater the improvements seen in their matrix leadership capabilities.

### Positive Impact of Line Managers

The more that line managers had conversations with delegates alongside the formal programme, the greater the improvements seen in their matrix leadership capabilities.

### Long-term Impact

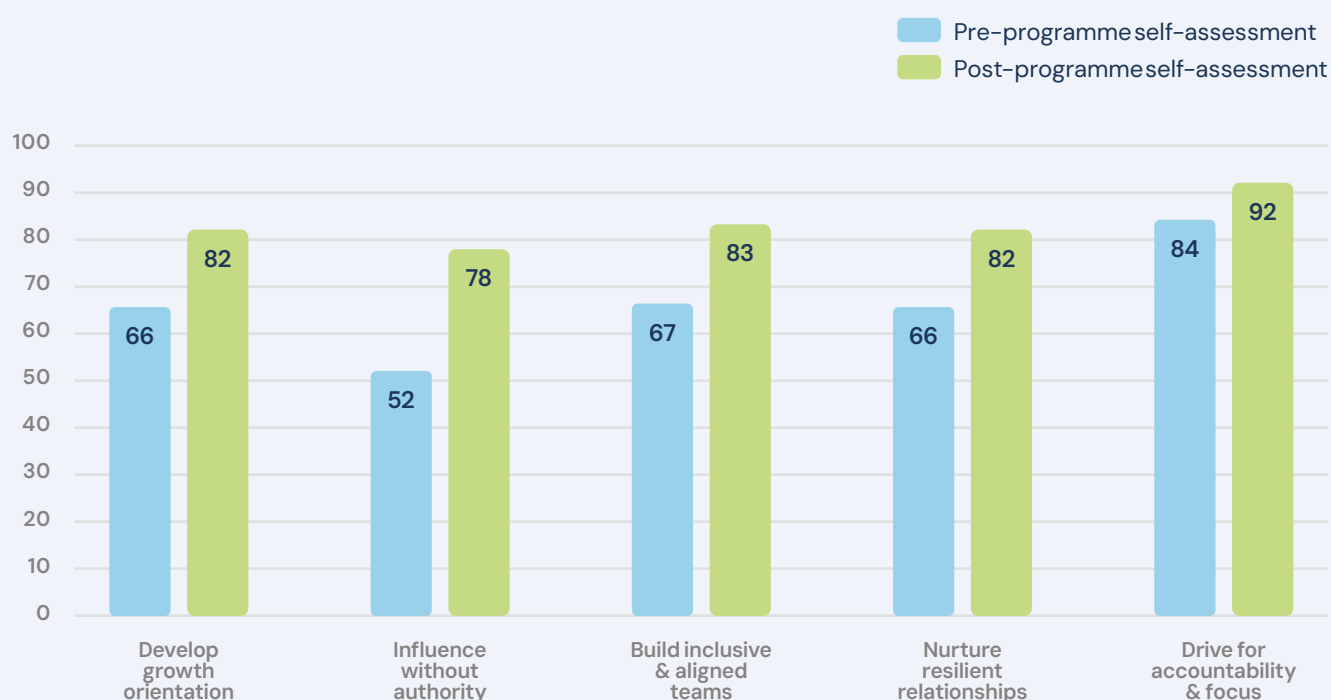
Continued improvements in leadership capabilities were reported by stakeholders six months post-program, demonstrating the sustainability of the learning outcomes.

### Measurable ROI

The real-time analytics provided by Engageli allowed for a clear demonstration of how improved leadership capabilities translated into better performance in the matrixed organisation.

## MALP Pre and Post-Programme Self-Assessment Scores

(% of questions responded to positively).



**Program participants appreciated the interactive environment and human connection.**

"Engageli feels like a dedicated space for learning and collaboration. It's different from other platforms we use."

**Program Participant**

"The experience of working in table groups, and interactive tools like polls and word clouds, make the sessions more engaging. I've even started taking my notes directly in Engageli, which adds to my focus."

**Program Participant**

## Conclusion

By leveraging Engageli, People Untapped successfully transformed their leadership development programs, delivering impactful and measurable learning experiences to global teams. The combination of seamless interactivity, global connectivity, and smart analytics has not only enhanced the learning experience but has also provided a clear link between training programs and business outcomes, proving the true value of investing in leadership development.

### ABOUT ENGAGELI

Engageli is a next-generation learning platform designed to foster active, engaged learning. By providing powerful tools for interactivity, collaboration, and real-time analytics, Engageli empowers organisations to deliver impactful learning experiences that drive measurable results.

**For more information:  
Visit [engageli.com](https://engageli.com)  
or book a demo today →**