East of England Co-op

Background

Established in 1861, East of England Co-op is the largest independent retailer in East Anglia. With over 200 trading outlets located in more than 70 towns and villages, covering 2,000 square miles of the eastern region. With their Head office located in Wherstead, Ipswich, they employ over 5000 staff in a huge range of roles.

The Challenge

East of England Co-op was moving to an integrated Human Resource system where data is coming from many different sources. HR and IT staff from the Head Office needed to be able to interrogate the data to organise it and cleanse it before loading it into the new system.

Advice and Planning

Following a meeting to determine the skills of the teams involved, it was decided that a bespoke full day Excel workshop looking at the key functions and tools was required to assist with the data cleansing projects. It was thought it would best completed at the Green Shoots training facilities.

The Solution

Ten people came to Green Shoots Learning in Claydon for the day. The content had all been agreed with the Co-op and the workbooks created. The day involved a great deal of discussion and team interaction on how features could be used, demonstrations on key points and hands on practical.

Course support materials and practice exercises where supplied to delegates via the virtual learning* environment following their workshop. One month after the workshop a follow up call was made to each delegate to see how they were progressing, feedback was then provided back to the Co-op.

Testimony

"Working with Lorna at Green Shoots has enabled East of England Co-op to work with a local company that has the same environmental values as the Co-op and delivers bespoke courses and workshops to our teams at all levels of their personal development process".

Stephen Flurrie – Learning and Development Manager

*Virtual learning is the facility to log in and access the training portal at Green Shoots, it can be bespoke for each client and monitors users and their progress.