

Henkel APAC develops in-house academy to retain top HR talent

Henkel APAC empowers HR with
future-ready skills through an **HR Academy**
focusing on **continuous digital development**.



Retaining top HR talent with learning and development

Henkel APAC prioritized development for the HR team to increase operational efficiency, maximize business impact, and retain talent. They needed a partner who could supply their development program with high-quality content.

Opportunity

Growing & retaining HR talent

Employees flourish when company values are clear, but more importantly when they are demonstrated.

One of Henkel's leadership commitments is to “...develop people with passion.” Leadership spotted an opportunity to increase retention rates among top performers when the HR team voiced interest in career development.

Henkel committed to engage and retain high performers on its HR team by offering an upskilling advancement track. Investing in a robust development plan was the obvious next step.

Innovation is HR-driven

Henkel focuses on innovation, continuous improvement, and delivering excellence.

“At Henkel, we dare to make an impact. Digital transformation is a key strategic focus for Henkel which involves not just the technical aspect but, more so, a cultural transformation. HR enables the business to achieve this and it is imperative that our HR team have the competencies to support it,” says Jackie Ngai, VP of Human Resources at Henkel APAC.

Recognizing HR’s essential role in shaping the workforce of the future, Henkel wanted to create an in-house HR academy to enable its HR team with digital skills. This meant finding the right partner with modern, practical content aligned to its core values.

About Henkel

Henkel is a multinational chemical and consumer goods company with a mission to reimagine and improve life every day.

146

Years of innovation, continuous improvement & excellence

15

Top HR talent participated in the program

3

Group graduation projects completed and presented

Henkel's 2-year HR development program

Within Henkel's HR academy, AIHR designed a two-year program for their top HR talent. The program's goal was to create real change agents to drive innovation from within the company.

1

4 core courses from AIHR's Digital HR Certificate Program to gain key digital leadership skills.

2

3 electives from AIHR's catalogue to prepare for graduation projects.

3

1 project applying knowledge and skill to drive innovation in their department.

4

Certificate of recognition from company leaders after participant's graduation project.

Empowering talent with an in-house HR academy

Solution

Practical & immersive learning

Henkel APAC established their HR DIGI+ Academy together with AIHR, who designed a program with targeted content to deliver digital skills, engage learners and drive business value.

Courses were structured around the three key components of learning:

1. **Knowledge:** gained through engaging instructional videos, tutorials, and recommended reading material.
2. **Skill:** acquired by completing assignments, creating projects, and participating in interactive role plays.
3. **Experience:** gained by repeatedly applying newly acquired skills to solving real life business problems.

"AIHR's courses enabled our employees to succeed in an increasingly digital world," says Mona Zons, HR Business Partner at Henkel.

Building competence through experience

Henkel opted for a practical and immersive approach to learning by creating a collaborative environment where participants gained mastery of their skills through real business projects.

The focus of Henkel's program was on delivering business impact through innovation. To advance this, Henkel's learning cohort would graduate from the program by taking their learnings and new skills from the in-house academy and applying them to a real-world project.

The projects would be judged by company leaders with the highest rated one implemented as a company program. This gave participants the opportunity to effect change within the organization and see the results of their development efforts.

Business success is driven by employee growth

Results

Training for success & impact

Henkel's HR development effort empowered its HR team to gain digital skills and maximize the impact of HR on business outcomes. This was driven by three key factors:

1. The development program focused on **skills vital for the future** of HR and the organization.
2. Learning was **connected to daily work activities** and to the **company's mission** of innovation.
3. Success was **recognized and rewarded**.

Engagement & retention

Henkel's HR talent were given more than an opportunity to learn. Its in-house HR Academy created an inspired learning community and delivered engaging development opportunities with clear results.

"We're thrilled to see how our team applied learnings from the academy to create innovative initiatives to further motivate employees, increase engagement, and improve retention," says Mona Zons, HR Business Partner at Henkel.



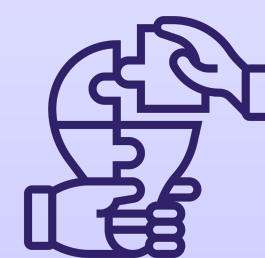
Structured growth

Internal HR academy to grow & retain top talent



Culture of learning

HR professionals owning their development



Future-ready HR

HR team with skills aligned to business goals

Learn how you can upskill your team of top HR talent

Help your HR team become better at what they do and drive more business value.

From targeted skill-building to transforming HR capabilities at scale, AIHR has a learning solution for your organization.

Find out how AIHR can help you develop your HR team.

[Get free consultation](#)



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