



Unlocking 6-Figure Savings

Bongo Drives L&D Program ROI with Significant Operational Savings

POWDR

About the Company

POWDR is an Adventure Lifestyle Company providing outdoor adventures from snow skiing to heli-adventures and white-water rafting.

USE CASE: LEADERSHIP TRAINING

Pain Points

- Limited facilitation resources and decentralized training programs
- Constrained ability to offer personalized feedback to learners
- Time-consuming local business involvement in training development and delivery
- Inconsistent standards, expectations, and quality of training across business units
- Training disruptions due to operational needs
- Difficulty justifying expenses associated with hiring field trainers
- Inflexible scheduling of in-person training sessions

Challenge

With business units across North America, POWDR faced the task of delivering a uniform and impactful employee learning experience on a large scale. The objective was to instruct managers in effective leadership to enable them to foster exceptional guest experiences through their teams. POWDR aimed to offer team leaders a virtual, asynchronous learning program mirroring the advantages of traditional classroom-style, synchronous training. To achieve this, the organization sought a Learning Management System (LMS) with a priority on social and peer-to-peer functionality.

Solution

Bongo was the ideal solution for POWDR, seamlessly integrating with their chosen LMS, Brainier, to provide the social and peer-to-peer capabilities they desired. It replicates the classroom social learning experience asynchronously, allowing for peer feedback at learners' convenience to avoid disrupting business operations. AI Coach serves as a personalized coach, delivering consistent, individual and real-time feedback to learners in a secure space without having to rely on additional resources (instructors) or overwhelm managers who rely on us to provide these development opportunities. With Bongo, POWDR is achieving its learning program goals without extra staffing, travel, or overtime expenses, saving time and money through efficient automated processes and driving return on investment.

Results



Realized 6-Figure Operational Savings by implementing streamlined and scalable processes



Seamless Setup managed by a single employee



Increased L&D Program Enrollment
100% increase in year 2



Consistent & Continuous Training Program with 24/7 virtual access to skills practice



Improved Personalized Feedback



"I think everyone is impressed with our ability to stand up this program and deliver quality instruction with just one person. Bongo is a force multiplier. It allows us to be everywhere all the time. And it allows us to provide flexibility to the business and give the learner a safe space to try, fail, reflect, and learn."

— KEITH MEYERSON, Director of Talent Management/ Founder & CEO KAM Consulting Group