

# How Keller Laser adopted a learning culture with Peers



Adapting to the future of work. | Sustainably developing their leadership team.

## Background

Since 1995, the Swiss company Keller Laser have worked on sheet metal processing for the European market.

Although Bruno and Barbara Keller have always understood the importance of investing in their development, Keller Laser's substantial growth has made it a top priority.

## Their challenge: scaling individualised learning

As companies become more heterogeneous and diverse, it becomes more pressing to find learning approaches to cater to every employee.

**What we learn may stay similar, but how and when we do it become defining factors.**

This is where technology enters the chat. In the past, training courses were picked out individually and booked by Keller Laser. This required a lot of internal resources and did not allow for automated tracking of progress on new skills and competences of employees.

Peers is now helping them take the next step in people development, through digital learning.

## Our solution:

### Setting up a scalable process with Peers

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#### PEERS' NEEDS ANALYSIS

First, we found what their future skill needs would be both on an employee basis, and on a company level. With Peer's Needs Analysis, we brought to light the **gaps between every employee's current skills and those they would need in the future.**



HR department saved **5,5 h/week**

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#### SELENA

Our AI, SELENA, used these skill gaps as the basis for individualised learning paths, to support Keller Laser's long-term growth.



**98,5%** of learning units **rated > 4/5.**

## The learning paths that led to digital transformation.

Our AI designed 10 learning paths for the management level to complete over a period of 12 months.

Each user was assigned a role after the precise Needs Analysis and, along with it, an individual competence profile.

Generating clear results while including all relevant stakeholders was one of the milestones of this process.

“

Peers has really helped me.  
The best thing about this solution is that what you learn is reviewed and you can look at it any time.

*Manuela Zanoli, Personal & Administration, Keller Laser*

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## Learning, important at every level

As the link between management and the workforce, managers are key when it comes to fostering a love of learning and development within the organisation.

Managers can help their teams identify areas of interest, blind spots, or individual learning needs aligned with their company goals, as well as provide the time for employees to develop in the changing world of work.

At Keller, the management level has taken the first step towards digital transformation.

**With**



Keller Laser easily identified the skills their employees needed to acquire and develop in order to sustainably adopt and embrace a culture of continuous learning throughout the company.

**Do you want to learn more about how Peers can support your organisation? [Let's talk. Click here.](#)**