Ahmedabad University

CASE STUDY – Management and Organisation

CS-21-006

Building a Training Culture at Montecarlo Limited

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Abstract (150 words):

This case focuses on how a heavy industry player like Montecarlo Limited has invested in building effective HR processes and a better employee experience. It is not conventional for such companies to focus on these HR aspects since the outlook is more on production and profitability. The case highlights the endeavour of the company to not only create an effective training function but an entire culture of learning and development that empowers the employees to become better professionals and individuals. This case can be used at a macro level to understand the overall role of culture in building employee experience. At a micro level, one can look at the entire training process (ADDIE model) of training identification, design, development and evaluation and the challenges they pose.

Keywords: Training, Culture, Learning and Development, Competency Mapping, Training Design and Development.