



Novartis is a global healthcare company based in Switzerland; ~125K employees

“This tool has all the tracking we need and the UX is very nice and easy to use. I used to curate using playlists in Cornerstone (our LMS) which were not as easy to use.”



Learning Technologies Manager Curator

## Identifying Curators

- Spread the word on monthly learning calls with various people who have roles in learning across the organization
- Advertised the new role on their Microsoft Teams learning-specific channel to identify those who could utilize the tools

## How Curators Are Using the Tools

- Talent & Development Specialists curating for career development, management training, and technical product onboarding
  - High value to those in regions where central L&D may not know the language or needs
- Global Development Team using learning paths as an easy vehicle for manager competency trainings
  - Used to manually create one-pagers with various links

## Future Plans

- L&D will do a big publicity push of the role across the organization in the next couple of months with the goal of increasing the number of personalized learning experiences across the organization
- As a first step, they plan to assign the role to regional learning leads to curate learning paths that are specific to the needs of the region

## Results: Curation tools are a huge time saver for curators across the organization

“Even if we were able to support all the learning needs for our org, there would always be local curation needs that we would not be able to fulfill because we don’t know the language and regional nuance.

We want to allow people to curate their own learning paths so they can create better content, more quickly - **they are closer to the ground, so they know what their team needs.**”



Namita Ratra  
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