

Future-proof  
your *learning*  
and *development*  
landscape with  
Jam Pan



## Why the right L&D strategy will transform your business

For your business to stay ahead, you need an adaptable workforce equipped with the latest skills.

**A holistic learning and development strategy will:**

- Help you align to your business strategy
- Accelerate your business growth
- Save and optimise costs and resources
- Attract and retain top talent
- Maximise ROI



### Jam Pan - your global partner in L&D excellence

At Jam Pan, we've worked with organisations worldwide to deliver tailored solutions that align your L&D strategy with your overarching business goals.

Whether it's implementing the latest learning technology or designing bespoke content pathways, we'll ensure your organisation is set up for long-term success.

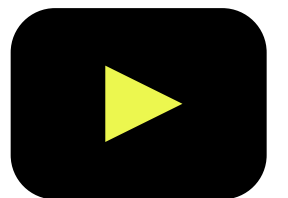
# How we level up your learning landscape



1

## Initial assessment and stakeholder engagement

Working with the key core team and other stakeholders, we build a holistic view of your organisation's existing capabilities and efficiencies, organisational structure, and processes.



## 2 Three-pillar analysis: People, Process, and Technology



### People

Successful L&D begins with understanding the people within your organisation. Our consultants assess your talent development strategy, uncover capability gaps, and explore barriers to collaboration, ensuring your learners have the right resources to succeed. We focus on creating exceptional learner experiences, ensuring engagement and adoption across your organisation.



### Processes

Jam Pan helps you streamline your internal L&D processes for greater efficiency. By mapping workflows and identifying bottlenecks and opportunities for automation, we'll ensure your L&D function is set up to deliver consistent, measurable results aligned with business goals.



### Technology

We assess your current digital learning ecosystem, identify technology gaps, and provide recommendations for optimisation. From platform integration to data migration, we ensure your learning technology is a powerful enabler of your overall L&D strategy.

## 3 Identifying benchmarks and opportunities

We benchmark the company's current state against industry standards and best practices, identifying gaps in capability and potential growth areas.

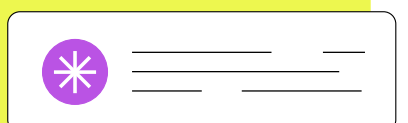
We highlight optimisation and transformation opportunities across people, process, and technology, which may include recommendations for upskilling, process refinement, or platform enhancement.

## 4 Solution design and recommendations

After identifying improvement areas, Jam Pan develops a strategic learning framework, often incorporating elements such as content strategy, learner experience design and cultural alignment.

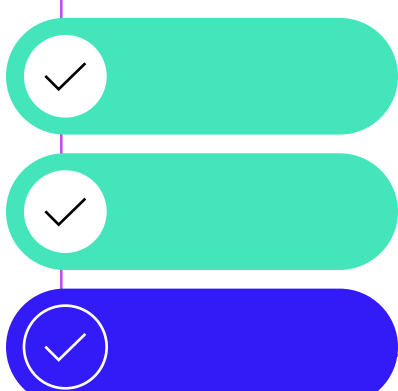
Specific and detailed actionable implementations are recommended, covering both short- and long-term initiatives. This includes recommendations for new learning technologies, content updates, and operational improvements.

## 5 Final report and ongoing support



We'll provide a detailed report with findings and recommendations, and present a roadmap for implementing the proposed changes.

But that's not all - we're on hand for continuous support for implementation, including content development, system optimisation, and marketing engagement strategies to ensure sustained learner engagement.



# Success stories



## Challenge

A Global car manufacturer wanted to build a continuous learning culture aligned with business objectives, with a blend of formal, informal, and experiential learning.

## Solution

Jam Pan assessed the company's People, Process, and Technology needs before recommending a 70:20:10 model, process improvements, and technology enhancements.

## Results

The manufacturer now has a structured learning model that fosters continuous development, aligning with strategic goals and creating a future-ready workforce.

## Challenge

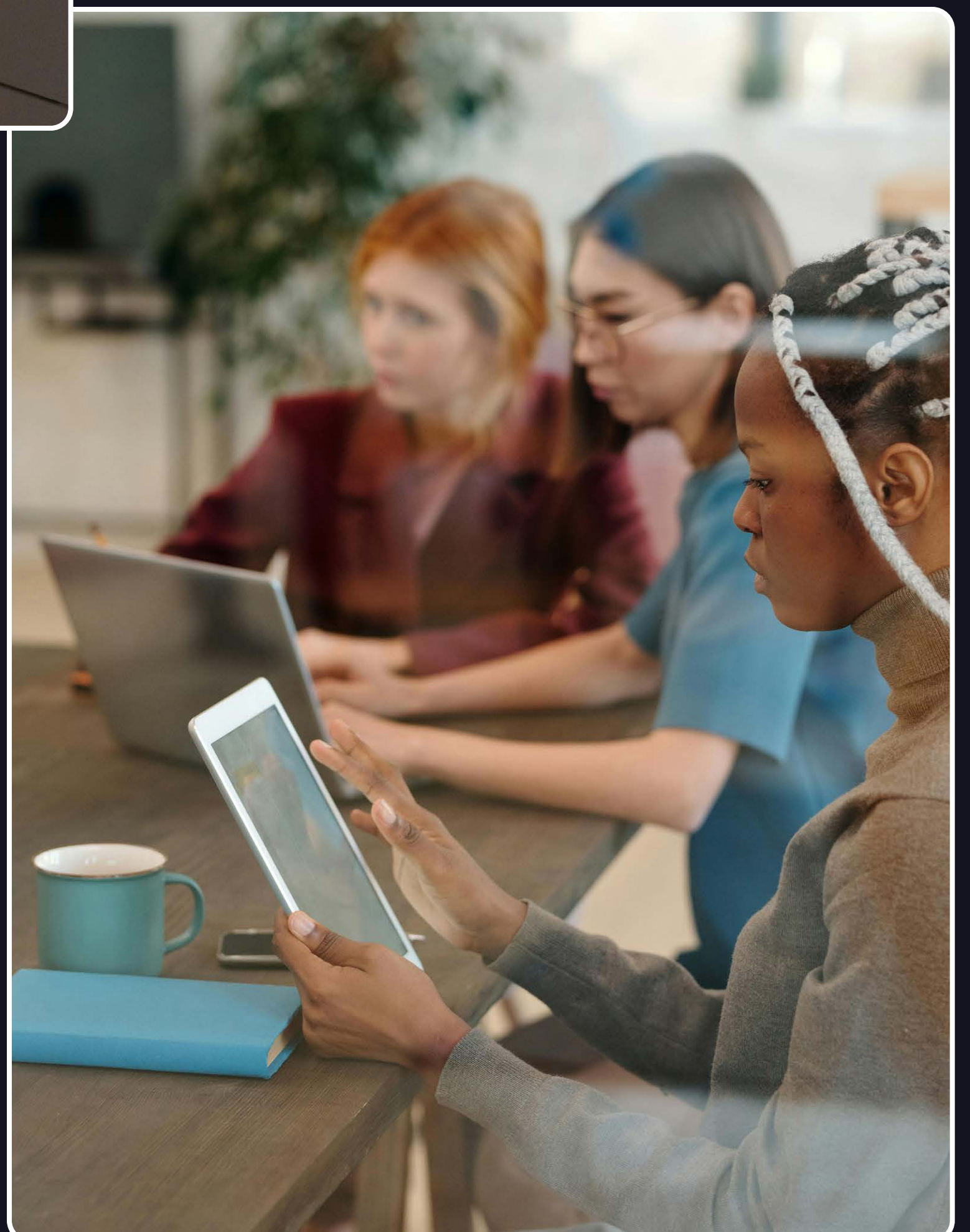
A global FMCG company needed a unified learning strategy to address skills gaps, streamline processes, and enhance their LMS for a complex, decentralised structure with varied regional needs.

## Solution

Jam Pan conducted a thorough review, engaging stakeholders worldwide to identify areas for improvement, including clearer strategy, LMS optimisation, and consistent processes.

## Result

With a new roadmap, local teams can implement tailored learning within a global framework. The company now has a cohesive development strategy aligned with business goals, improving both engagement and efficiency.



# Why Jam Pan?

Our client-centric approach, deep expertise, and global reach make us the partner of choice for organisations looking to revolutionise their learning landscape. Whether you need consultancy support, technical expertise, or skilled freelancers, Jam Pan is here to deliver impact.



Trusted by 100+ global organisations

Strategic Challenger on the Fosway 9-Grid™ for Digital Learning

Decades of combined experience across L&D, technology, and people capability

## 1.

### Personalised consultancy and strategic insights

Our approach begins with understanding your unique challenges and goals. We don't believe in a one-size-fits-all solution. Instead, our team of learning consultants will work closely with you to design a customised L&D roadmap that drives business results.

#### Our services include:

- Skills-based consultancy: Our experts work with you to create a transformative L&D strategy built around your organisation's current and future needs. Whether you're looking to build a learning culture or adopt a skills-based development approach, we ensure your strategy is aligned for maximum impact.
- Bespoke learning design: We craft tailor-made content journeys, whether it's through eLearning, webinars, or interactive PDFs, to meet the unique learning preferences of your team.

## 2.

### Expert technology solutions

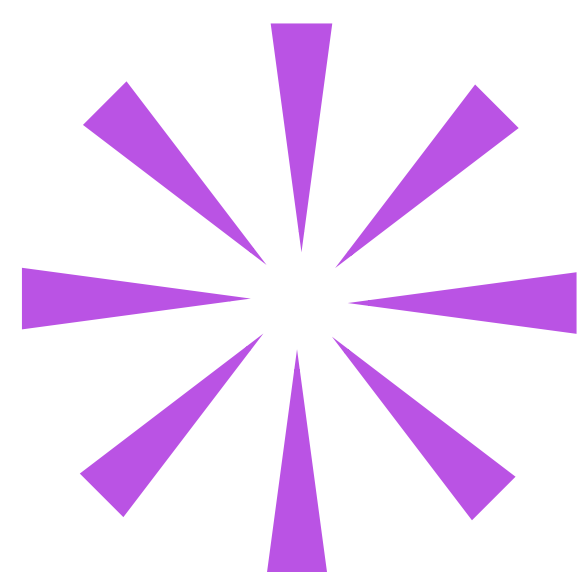
Our in-house technology services team has years of experience working across various LMS and LXP platforms, such as Degreed and Cornerstone OnDemand. With Jam Pan, you're not tied to one platform. We ensure seamless integration and long-term success, offering:

- Platform implementation and governance: From pre-implementation assessments to long-term governance, our structured methodology guarantees successful deployment of your learning platforms.
- Ongoing technical support: With our support desk and helpdesk services, you'll never need to worry about the day-to-day management of your LMS/LXP. We handle everything from backend coding to front-end UX design, freeing up your internal teams to focus on strategic priorities.

## 3.

### Top-tier talent

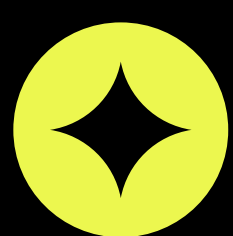
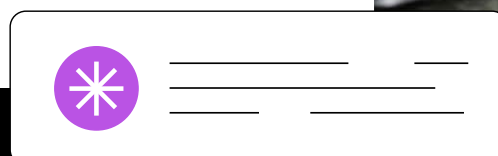
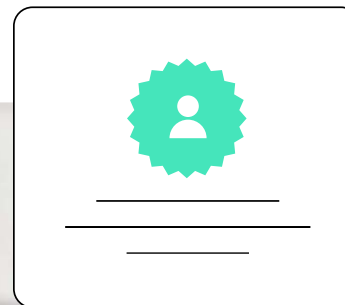
Jam Pan offers more than just consultancy and tech expertise. Through our vast network of freelancers and consultants, we can help you scale your L&D function. Whether you need community managers, instructional designers, or data analysts, our bank of talent ensures that your L&D strategy is supported by the right people, at the right time.



# A Global Approach to Learning Excellence

With a vast network of talent spanning over 40 countries, Jam Pan provides a uniquely global perspective to L&D transformation. From Europe to Asia, North America, and beyond, our diverse team of internal consultants and external experts offer the depth of knowledge required to address even the most complex challenges.

Our Manchester-based headquarters serve as the heart of our operations, but our remote-first model enables us to deliver projects at scale, regardless of location or industry. No matter your organisation's size or geographic footprint, we can help you build a learning ecosystem that meets your specific needs.



## Invest in Your Future: Partner with Jam Pan

Ready to transform your L&D function into a strategic driver of business success?

Get in touch

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