FLEXLEARN

CASE STUDY

METRO
My market
METRO CASH & CARRY

*FlexLearn LMS is the center of the every-day functions of the **Education Department**, minimizing the **time spent** on **organizing** and **delivering training.***

*The **FlexLearn Solutions team** and the services they provide have helped us keep up with the **new digital age of learning**, and focus entirely on the **development of our people**; all during a difficult and demanding time which rapidly changed the way we had to train our staff.*

Oftentimes, it is not just about the tools you have, but about the team you collaborate with!

George Georgoulas
Head of Education

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Company name
METRO AEBE

Address
Sorou 1, Metamorfosi, 14410

Field of expertise
Foods and home products

PRESENTATION

METRO AEBE is a **100% Greek company founded in 1976**. After obtaining the chain of stores **Veropoulos**, METRO has managed to significantly **increase** their **points of sale** to **277**, made up of **227 retail locations** and **50 wholesale locations**. **METRO** has strategically expanded throughout the **mainland** and the **islands of Greece**, while also having **4 distribution centers** and their main **offices in Metamorfosi**.

In its new era, **METRO** employs approximately **11,000 people**, making the company **one of the largest employers in Greece**.

NEEDS

- ✓ **Digital restructuring** and **re-organization** of the Education department.
- ✓ **Modernization of the training process**, ensuring knowledge across the board.
- ✓ **Detailed monitoring** of **the staff's history of training**.
- ✓ **Accreditation** in the development and **upgrowth of staff**.
- ✓ **Elimination of distance** when it comes to providing training, and **minimizing the cost of training**.
- ✓ **Two-way communication between trainer and trainee**, wherever they may be located.

SOLUTION

FlexLearn Solutions have **designed** and **developed** a **tailormade digital education platform**, **MetroLearn**, in order to **realize** and **optimize METRO's training needs**.

MetroLearn is an advanced **Learning Management System (LMS)** which does **not require device installations** (PWA- Progressive Web App). It is a **cloud-based platform**, so it does not require any additional investments in specialized equipment or infrastructure.

With **ease-of-use** and **safety** as its main goal, **MetroLearn** can be accessed via any **smart device and any browser**.

At the same time, a **separate app** was developed in order to provide **digital Verification of staff**, ensuring the **security** of all **tests and exams**.

BENEFITS

Thanks to the digital learning platform MetroLearn, the every-day learning experience of staff and the **Education Department** was **modernized** and **improved**:

- **Geographical distance was eliminated** when it came to training. Every employee is given the **opportunity to access** the learning process through their **mobile device or tablet**, easily and from **any location**.
- **Employees are able to pick which training they would like to participate** in through the Digital Library. Each staff member can make a request to **participate** in the training in order to **expand their knowledge and skills**.
- **Flexible learning paths have been incorporated to the training process**. Learners are able to **study theory**, self-assess their knowledge, take a **test** and receive their **Certificate** at the end.

- **The specialized Key Performance Indicator (KPI) Portal** gives managers a clear view of their staff's level of knowledge. That way, **managers** are able to **quickly identify areas of improvement** and continuously enhance the learning process.
- **Many other functionalities are available**, such as **the Induction Application**, which provides a pleasant initiation process to new employees. It is also possible to **easily conduct Surveys**, **Reviews**, **publish News** and **send notifications via SMS or email**.