

# OneStream Software:

Flexible Talent Development



## Challenge

The expectation of OneStream's new talent development team was to get high-quality learning up and running as soon as possible. The company needed flexibility to drive organizational growth and to accommodate personalized learning experiences for each employee. Additionally, the development needed to fit the needs of every level of the organization from individual contributors to C-suite executives.

## Solution

OneStream partnered with FranklinCovey to develop employees through world-class content and easy-to-use technology. Not only did FranklinCovey offer a breadth of skill

development but also scalability for OneStream's growing business.

OneStream developed TalentStream, their learning development program which encourages learners through three different learning experiences.

- Facilitator-led, flipped classroom allows learners to study part of the content on their own via the Impact Platform before meeting with the in-house facilitator to dive deeper.
- On Demand Microcourses and Microlearning offer bite-sized learning for busy employees who need skill development on the go.
- 360 Diagnostics gives employees a framework of their strengths, areas of improvement, and suggested places to start.

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The Impact Platform allowed OneStream the flexibility they were looking for through different learning formats and modalities.

### Results

Post program surveys measure the content, capabilities, and application for each participant. Questions such as "What did you think of the content? What did you learn from it? And how will you apply what you learned?" give the learning and development team an idea of how TalentStream is being received.

On average, participants regularly rate all three areas with 9s and 10s across the board for an overall experience score of 9.3. Over the last two years,

OneStream has enrolled over 500 employees through their programs.

Before the partnership with FranklinCovey, learning development reached about 4.3% of employees. Now, more than 40% of employees engage with TalentStream, 10 times more than before.



Jennifer Rataj, Learning and Development Program Manager, said, "Something that happens a lot is you have someone who wants to engage in learning and they think, 'I don't have an hour, I don't have two hours to go sit in the classroom.' What

FranklinCovey really helps us with is being able to change the way people see learning. It can be done in much more digestible chunks."

### About

OneStream provides an intelligent finance platform built to enable confident decision-making and maximize business impact.



### Website

<https://www.onestream.com>

### Industry

Finance/Software

### Number of Employees

1,300+

### Results

OneStream learners rated their overall experience on the Impact Platform a 9.3 out of 10. Over the last two years, OneStream has enrolled over 500 employees through their programs.

### Solution

Impact Platform



The FranklinCovey All Access Pass® allows you to expand your reach, achieve your business objectives, and sustainably impact performance with unlimited access to FranklinCovey content. The pass comes complete with tools, assessments, videos, digital learning modules, and all of FranklinCovey's training courses—available Live-Online, On Demand, and Live In-Person.

For more information, contact us at [inquiries@franklincovey.ph](mailto:inquiries@franklincovey.ph).

