

# what we've ACHIEVED!

**WELCOME TO PEOPLE TANK | 2024**

Building learning solutions today, for tomorrow's learner.





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# Learn *grow* Transform

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# our Clients

## Building trust, changing lives.

We are thrilled to be partnering with global organisations to deliver and empower significant change for their people, performance and productivity for the hybrid working environment.

Our clients trust People Tank to design and deliver custom program pathways across leadership, psychological safety, professional and personal development and instructional design **solutions for the modern learner.**





# case studies



## Compliance Learning

### Australia Post

As a strategic partner to Australia Post, we have delivered large scale development projects and created digital learning for both Leadership and Compliance Learning driven by regulatory change. Our partnership has elevated digital learning across the Enterprise through the creation of bespoke content using Articulate Rise and Storyline authoring tools.

Our team of specialists have been uniquely placed and has given Australia Post the confidence they required in outsourcing learning projects of such scale to an external partner like us. We now see our partnership extend to the development of Enterprise Onboarding solutions to the development of Competency Frameworks for enterprise-wide development.



### Key Achievements

- Enterprise Compliance Learning - eLearning
- Digital Knowledge Checks for Leadership Development
- Leadership Fundamentals Program Design
- LPO Workplace Laws eLearn
- Privacy Everyday eLearning
- Chain of Responsibility eLearning
- Competition and Consumer Law eLearning.



# case studies



## Correctional Officer Induction Program

### G4S and Port Phillip Prison (PPP), Victoria

People Tank built a fit-for-purpose induction solution reflecting the requirements and duties of a complex and high-risk environment for Correctional Officers. People Tank designed an onboarding program for their officers and part of that was to understand specific needs of prisoners from Aboriginal and Torres Strait Islander backgrounds. We worked on personas which detailed the family environment including, abuse, addiction, and offending.

There were also spaces and activities dedicated to First Nations People in custody, for example, art classes and quiet spaces for Smoke Ceremonies. Our consultant worked collaboratively with First Nations Community officers at G4S and PPP to understand, family, background and story relating to First Nations People in custody. This helped build an on-the-job module as Prison Officers experienced the real environment in the second week of the program. Another module was also built for Prison Officers to be able to support a prisoner entering custody by way of knowing what to observe and the questions to ask at the initial interview and specifically in relation to First Nations People.

The prison also had specific processes relating to First Nations People in which we adapted to. The Koori Heritage Trust was a part of the onboarding program People Tank created, delivering a 3-hour workshop for Prison Officers to deep dive into the culture and story of First Nations People. This experience also extends to other work at Fulham Men's Prison during Koori week. This was to help the men in custody, connect and find their roots through art, craft and food.

### Key Achievements

- This helped build an on-the-job module as Prison Officers experienced the real environment in the second week of the program.
- Retention of Correctional Officers has reduced from 60% to 9% since implementing the new induction program.
- People Tank was awarded for Best Induction Program for 2023 by LearnX.



# case studies



## Leadership and Professional Development Training

### Victorian Aboriginal Child Care Agency (VACCA)

People Tank has partnered with VACCA since 2001, and we have delivered a range of learning initiatives for Aboriginal Leaders and diverse communities in Regional Victoria (Shepparton and Wangaratta). The programs we have delivered include Resilience, Change Management, Leading Change, Leadership and Emotional Intelligence.

As an extension of Department of Families, Fairness & Housing Victoria, People Tank also partnered with The Orange Door and Family Safety Victoria to create bespoke solutions for leaders and professionals across the organisation. Delivering in-person programs, we offer continue support for:

- Strategic planning days for Senior Leaders and Executives
- Emotional Intelligence training
- Leadership development pathways (6-month development pathway)
- Change Management
- Resilience and driving positive change.



## 2-tier Leadership Development Program

### Bendigo Kangan Institute

The development of a two-tier leadership program that adapts core values, draws on the leadership development capabilities required for successful leaders and provides a range of core competencies to support the ongoing growth of leaders across the Institute.

People Tank has designed and developed this bespoke learning program, due to be rolled out from 3 March 2024 until July 2024 for the first two pilot groups.





# case studies



## 4 tier Leadership Capability Program

### Banyule City Council

As a strategic partner to the Council since 2022, People Tank has crafted a 4-tier leadership capability program to elevate connectivity to the strategic values, all underpinned by the leadership capability framework. Delivering a program mirrored from the Executive to Senior Management Teams, Coordinators and Team Leaders, People Tank has delivered consistently with great success, and transformed leaders (existing and new) to change behaviours and drive a positive shift in the culture for the future, and for the community.

Throughout the leadership journey, People Tank has engaged regularly with the First Nations Leaders across the Council and supported their active development in the program.



### Key Achievements

- A 4-tier leadership capability program was created and launched as part of our partnership
- People Tank was secured on panel as a strategic learning partner for 3 years
- People Tank won the LearnX industry award for Best Leadership Development Program 2023
- Our partnership now extends to Professional Development programs for all staff and leaders.

# who is PeopleTank?

**People Tank is a multi-award-winning learning and development partner based in Melbourne. We discover, design and deliver memorable learning experiences by our team of experts that bring your learning to life.**

We have one clear purpose - to provide full transparency when it comes to designing, developing and delivering a learning solution to fit any budget. By partnering with our tank of experts, we provide learning experiences that respond to what you need. It's that simple.





# why engage PeopleTank?

Three simple reasons...

#1

**We honour your budget.**

We pride ourselves on delivering what you need at the price point you have budgeted. No nasty surprises. Just clear and on-budget solutions, built to scale.

#2

**We make the complex, simple.**

We have proven discovery processes to build a long-term partnership, and we gain a deep awareness of core program deliverables, the audience, and we leverage our rich experience to develop accessible learning for all cultures to design a practical learning experience for all.

#3

**We have experts with range.**

Our large team of experts are masters of their craft, with over 20 years of experience in creating memorable learning experiences for diverse culture groups, including building accessible learning for those with disability. We work with our values of being 'human' and provide a true partnership with our customers to create great learning that lands.





These are the things you can expect to see when you work with us. These values are the heartbeat of the way we work and create the kind of conditions that enable creative co-design of learning to thrive.



## Creative

Is seeing what everyone else has seen, yet thinking what no one else has thought. It defines us here at People Tank. We live for **creativity**.



## Transparent

We believe solid relationships are formed with **transparency**. We will always be clear about what to expect and how we are progressing.



## Flexible

The world we live in is too complex to be rigid. To truly connect and make magic happen we need to lean into the unknown and choose **flexibility**.



## Human

And by **human**, we mean being ourselves. You see when humans turn up authentically and leave pretence behind, then great things can happen.



## Experienced

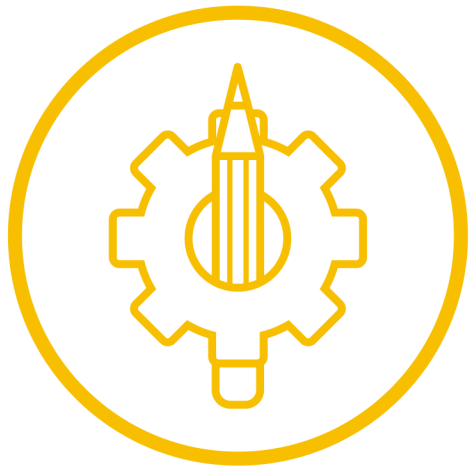
In the modern world of fly-by-night, we offer a service you can rely on. We offer an extensive reach and access to **experienced** experts to guarantee you a premium service.



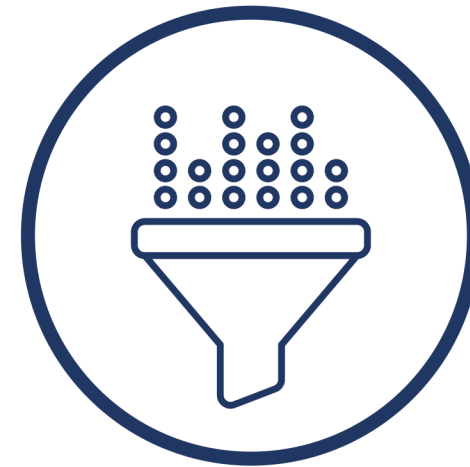
# what do we deliver?

**We always deliver exceptional learning experiences, but we do this in one of two ways...**

**Custom or**



**Curated**



*Custom*

Our CUSTOM learning experiences are for those who want to create something entirely bespoke, tailored specifically for their people and their unique context. In this option, our team of experts will guide you through a collaboration process to wow you with something crafted just for you.

*Curated*

Our CURATED learning experiences on the other hand, draw on the brilliant programs already developed by our experts. And trust us, these ready to roll programs are exceptional! By understanding your specific situation we curate a unique learning experience drawing from the proven programs in our catalogue of resources.





...custom or curated  
learning experiences  
...we've got you covered



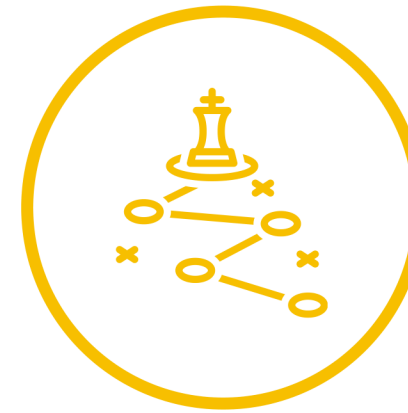
# custom Projects

When you want something just for you, then we've got you covered

The benefits of the **custom** option...

- #1 You get exactly what you want, built to look like your brand. Your subject matter experts get their ideas out there.
- #2 We can tailor your IP to suit your needs and context, or we can collaborate to build something new and innovative.
- #3 Because you own the branding and IP, we can create customisable templates that future proof your investment.

For this option we dip into the tank and go to our expert team of learning gurus who know exactly what it takes to bring your ideas to life. This team includes:



Strategy  
Experts



Project  
Managers



Digital Learning  
Designers



Graphic  
Designers



Instructional  
Designers



Facilitation  
Experts

Ready to start a conversation about what you need?  
**Contact us today.**



# curated Programs

**At People Tank, we partner with experts to build innovative solutions for your people.**

The benefits of the **curated** option...

- #1** The programs have been tried and tested and have been proven to be effective.
- #2** Utilising existing content equals a more affordable solution, giving you increased scope in your set budget.
- #3** Development time is considerably less as the programs are ready to roll.

Our experts have been out there, doing the do and working hard to build solutions that work. As a result, we can offer you a rich library of pre-existing programs that provide the solutions you need. Some of our library of pre-existing content includes:



Leadership Programs



High Performance



Professional Development



Managing Conflict & Collaboration



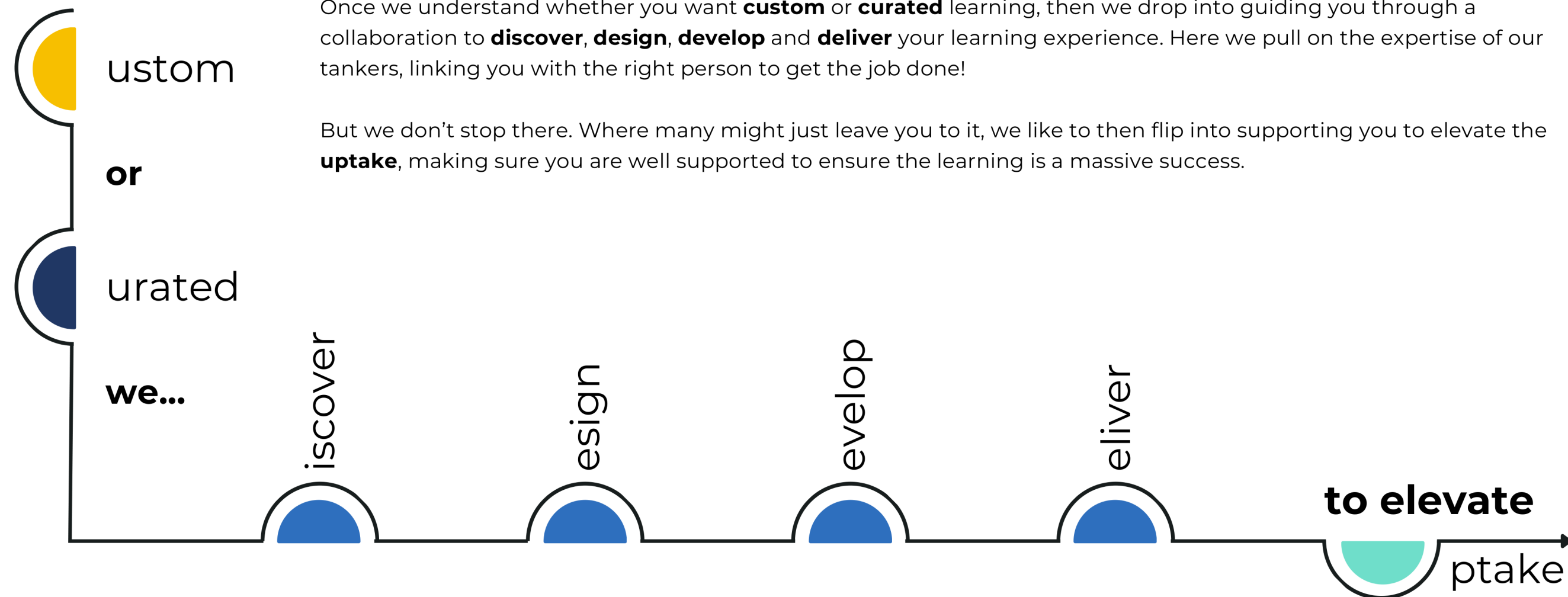
Microsoft 365 Training



Workplace Wellness

Ready to start a conversation about what you need?  
**Contact us today.**

# how do we work?



Once we understand whether you want **custom** or **curated** learning, then we drop into guiding you through a collaboration to **discover, design, develop** and **deliver** your learning experience. Here we pull on the expertise of our tankers, linking you with the right person to get the job done!

But we don't stop there. Where many might just leave you to it, we like to then flip into supporting you to elevate the **uptake**, making sure you are well supported to ensure the learning is a massive success.







*Time for*  
**coffee?**

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