



You're not just getting
a new **opportunity**.
You're giving David one.



Delivering impactful learning

As part of the HR organisation, our Learning & Development (L&D) team focuses on impactful learning activities delivering value to the business. We enable the business to deliver results by building our people's capabilities through best-in-class learning activities and expert consultancy. L&D is a global team based in Viby, Leeds, Stockholm and Gdansk. I, HR Consultant, Rasmus Cortnum Andersen, will be your primary contact. I'm located in Viby, but in this project you will be in contact with most of the global L&D team and relevant stakeholders from the business. I'm responsible for 'personal development' and our internal Learning Library and offer insight into the L&D organisation, best practice learning and how we work with learning in a global FMCG company.

As an advisor I would offer a pragmatic and consultative approach. Part of my role is to train and facilitate in various leadership and personal development programmes, which will come in handy when coaching you.

The project we offer you

...is high priority for the L&D team and the HR Board. We are in a process of moving from traditional classroom training programme to more self-paced learning. We want to make use of other learning methods than just sitting in a classroom, such as e-Learning, virtual training, self-assessments, and many other flexible

learning methods that you can do on your own. The priority is simple, we want to increase the impact of going through a learning programme to ensure real impact on the business that helps Arla Foods overall. The purpose of your project will be to help facilitate this change process, and set-up ways of measuring and ensuring the impact of our blended learning activities.

Student qualifications

It will be an advantage if you study HRM or similar and have theoretical insight into the core HR disciplines - specifically Learning and Development.

You should be good at conducting qualitative and quantitative research, and transforming these data into valuable insights.

You have good project management skills and can work on your own.

How can you apply?

To apply for this thesis topic please send a synopsis and your CV to thesis@arlafoods.com no later than November 1 2015 with the subject name "01 RAANS". You will be notified whether your synopsis has been chosen by the thesis advisor for cooperation no later than November 13 2015.