

Building a world-class learning organization

Challenge

To succeed with their ambition of becoming a learning organization, Grundfos needed to foster a community of learning ambassadors, strengthen it, and broaden the network of people involved in those conversations. However, the organization lacked the right tools and methods for mobilizing a group of people around this strategic agenda.

Solution

The Grundfos team was looking for better ways to spark conversation and drive change inside the organization, at scale. That's where Qvest came in as an approach that allowed the company to accelerate their learning culture.

The initial phase involved two separate Qvest with learning ambassadors and people leaders from across the global organization. The participants represented 14 different job families - from Finance to Manufacturing.

The qualitative and quantitative conversation data from Qvest demonstrated a need to connect the learning initiatives more directly to the overall strategy for the company. The participants did not see the ambition to become a world class learning organization as something that would enable the company to deliver on the strategy to pioneer water solutions to the world.

The data also showed that the organization requested more opportunities for knowledge sharing and networking across the organization - rather than more formal learning activities and training.

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Qvest is a tool that creates communication and dialogue in the organization that would not happen otherwise. You are starting a movement by making people think, connect, and reflect.

Teija Saari,
Head of CoE - Org Dev

GRUNDFOS 

Facts

- 670 participants
- 70% participation rate
- 1.195 questions asked
- 905 answers shared

Lowest

This group had the lowest number of connections



Highest

This group had the highest number of connections



The participants used Qvest to share knowledge and to connect across teams.



QVEST

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With Qvest, we are **practicing** being a learning organization, while we are working on our strategic priority of becoming a world class learning organization.

Lone Tvis, CHRO



Results

Armed with the insight from Qvest, the Grundfos team is perfectly positioned to execute on a learning approach that builds on what is already working well to develop the organization further.

Qvest allows the Grundfos team to make data-driven decisions in tune with the organization, paving the way for decisions that resonate broadly with employees and have a high impact score. Using Qvest also nurtures curiosity and proactivity - enabling the Grundfos team to shape the culture and mobilize a broader employee group around the strategic learning agenda.

“How do we balance servicing our customers with improving the skills of our people?”

“It feels like we have a gap in connecting personal development to Company Goals.”

Examples of conversational Qvest data

About Grundfos

Grundfos is a global water technology company with around 20.000 employees serving customers in more than 60 countries. The Grundfos mission is to pioneer solutions to the world's water and climate challenges and to improve the quality of life for people.

Their 2025 strategic plan includes the ambition to become a world-class place to work, learn and grow.

About Qvest

Qvest is a digital tool designed to help leaders in large complex corporations get better results faster.

Qvest aligns large teams around a strategic topic. The data provides actionable qualitative and quantitative insights based on employee question and answer exchanges.