

Client Success Story

REMOTE INDUSTRY LEADER **GITLAB** **USES TRAINPLACELESS TO FUEL** **PEOPLE DEVELOPMENT.**

As GitLab was expanding its people development initiatives, representatives from its People Group and newly launched Learning & Development (L&D) team completed the Trainplaceless course to gain skills in virtual facilitation.

About

Name	GitLab
Industry	Technology
Year Founded	2012
Size	1225+
% Remote	100%



Top Goals

1. **Improve proficiency in remote learning and development competencies for application in L&D and the People Group.**
2. **Improve skills in delivering virtual training and presentations.**
3. **Continue to develop effective strategies to further enhance GitLab as the leader in advocating for and helping internal stakeholders and other organizations achieve successful remote work practices.**



"I really loved this program. I am new to the L&D space, so it was a great way to kickstart many things I need to know in my role. Some of the items were things I had learned before in college, but hadn't ever actually applied. It was so helpful to be able to apply what I was learning AND get real feedback from someone who was reviewing our completed assignments."

Jacie Bandur
Learning & Development Generalist, Gitlab



Background

With over 1250 team members across the globe, GitLab is one of the largest 100% all-remote companies in the world. They are committed to not just growing in size but also supporting the growth of their team members, as demonstrated by the launch of their Learning & Development (L&D) function in 2019.

As one of the founding members of the L&D Department, Jacie Bandur sought out a learning experience that could help her transition from recruiting to training remote teams. As a lifelong learner, Jacie wanted to learn as much about L&D as possible.

Julie Armendariz is a Director, People Business Partner at GitLab, and has 20 years' experience in various aspects of human resources including training and development, employee relations, and serving as an HR business partner to executive leaders. Julie's primary goals were to improve her virtual presentation and training skills and to develop strategies for educating others about remote work.



Solution



Trainplaceless

An eLearning program designed specifically for virtual trainers, HR and L&D professionals to gain the skills needed to effectively implement a remote learning and development strategy.



Results

1. Improve proficiency in remote learning and development competencies for application in L&D and People.

- Jacie implemented learning sessions each month for GitLab Team Members and sharing them on the team's YouTube Unfiltered channel.
- Julie used the training design skills she developed in this program to take a more concentrated approach when communicating results and taking action on GitLab's Annual Engagement Survey.

The Impact

200

New training techniques used to impact

Team members
Monthly learning

2

Departments

(Learning & Development and People)



Streamlined Annual Engagement Survey process



Sessions shared on **GitLab's Youtube Unfiltered channel**

2. Improve skills in delivering virtual training and presentations.

- Jacie implemented a Communicating Effectively Through Text training which resulted in approximately 200 GitLab Team Members attending and learning more about the topic.
- In 2020, they intend to implement a badge or certification system for team members that attend the scheduled L&D training sessions and complete a quiz to demonstrate their knowledge of the topic.

3. Continue to develop effective strategies to further enhance GitLab as the leader in advocating for and helping internal stakeholders and other organizations achieve successful remote work practices.

- Both Jacie and Julie plan to use the knowledge and application advice gained in Trainplaceless to create additional training programs for employees and external audiences, on topics like communication, diversity and inclusion initiatives, and the GitLab tool.



“We live in a world of information overload, and it’s easy to feel bombarded from multiple communication sources, both personally and professionally. Not only can this feel overwhelming, but the key messages or learnings can easily be lost or watered down in a sea of information. Trainplaceless helped me think through the precise audience I am trying to reach and partner with. From there, I can focus on delivering the key learnings, messages, or takeaways for that particular audience and hopefully doing so in an engaging and meaningful way.”

Julie Armendariz
People Business Partner, GitLab



LEARN MORE ABOUT THE TRAINPLACELESS TRAINING PROGRAM.

Schedule a discovery call with our learning consultants to discuss your team needs.