



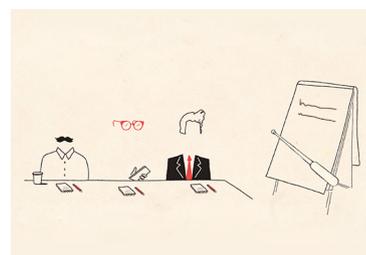
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gymglish

With a presence in 44 countries, Sonepar is a world leader in the distribution of electrical equipment and a benchmark among industry providers. Working with the group's Human Resources team, Gymglish has provided employees with English training for a year with the objective of achieving proficiency in order to communicate across locations.

## Requirements

"Our company regularly implements internal, group-wide development programs. Sonepar's senior management proposes a subject with high international potential to employees, who then work together on the issue for 18 months. The preferred working language at Sonepar is English. So it is essential to be reasonably competent in this language so that everyone can understand each other," explains the team at Sonacademy, the group's university. "Learning languages is very important at Sonepar - it is a way of connecting different aspects of the business and cultures. Beyond these programs, we also get individual language training requests from employees."



## The Gymglish approach

In order to establish if Sonepar employees' level of English was sufficient to participate in these internal programs, we offered them the assessment test integrated into the first 10 lessons of Gymglish, based on standards of the Common European Framework of Reference (CEFR). After the first 10 lessons, each user received a review with their estimated level of English, what they had learned, gaps in their knowledge and points to revise. Employees without a sufficient level were then able to take Gymglish English lessons for a minimum of 12 months.



## Benefits

"Gymglish is a very good tool for our company. Languages have to be learned on a regular basis, every day if possible, and we needed a solution that could adapt to the different levels of our employees. Gymglish offers this flexibility: you can learn at your own pace, when you want, where you want. We have employees all over the world, and face-to-face courses (via Skype, Hangout, etc.) would be difficult to organize. We also frequently use the supervision space that enables us to manage and communicate with registered employees, receive monthly summaries, send out satisfaction surveys, etc. This tool greatly facilitates administrative procedures on our side," concludes Sonacademy.

