

Building a World-Class Learning Platform with Workday Extend

The Client



48,000
EMPLOYEES
WORLDWIDE



100+
YEAR HISTORY
OF INNOVATION



MILLIONS
OF CUSTOMERS IN
OVER 170 COUNTRIES

Overview

Ecolab, a global leader in water, hygiene, and energy technologies, set out to reimagine how new employees are onboarded. Traditional onboarding often relied on presentations and static modules, which did little to prepare people for the realities of their roles. Ecolab's vision was bold: create a guided, experience-based journey that feels more like flight school than a slideshow.

To bring this to life, Ecolab partnered with Helios Consulting and Workday to design and build a new learning platform powered by Workday Extend. The goal was to move beyond "good enough" onboarding and deliver a scalable, transformational solution that prepares employees for success in a hands-on, immersive way.

Challenges

Traditional, Classroom-Style Onboarding

- New hires were introduced through one-way presentations and static content, limiting engagement and retention.

Fragmented Learning Tools

- Existing LMS and LXP systems were unable to deliver the guided, experience-based learning model envisioned by Ecolab's talent leaders.

Scalability & Consistency

- As a global organization, Ecolab needed a platform that could scale across regions while ensuring a consistent onboarding experience for all employees.

Vision vs. Execution

- Delivering such a radical shift required courage, leadership, and the right expertise to translate a big idea into a working, enterprise-ready solution.

"What if onboarding felt more like flight school than a slideshow? At Ecolab, we decided to find out."

HR Digital Transformation Lead, Ecolab



Case Study

Building a World-Class Learning Platform with Workday Extend

Solution & Approach

Helios Consulting partnered with Ecolab's HR Digital Transformation team to bring the vision to life through Workday Extend, leveraging 20+ years of adult learning best practices.

1. Guided Experience Design

- Modeled after high-impact learning environments such as pilot training, medical residencies, and driver's education.
- Created structured, guided pathways that help employees gain critical experiences in a safe and supportive environment.

2. Custom Workday Extend Development

- Built a new learning platform from the ground up, with over 2,000 hours of development across 24 months.
- Designed flexible modules that adapt to role, geography, and business unit needs.

3. Cross-Team Collaboration

- Brought together expertise from Ecolab, Helios, and Workday in a close partnership.
- Leaders such as Dennis (Ecolab) and Ed Tomer (Helios) played key roles in shaping and delivering the platform.

4. Change Leadership & Enablement

- Secured executive sponsorship to encourage bold thinking and persistence through development.
- Engaged HR leaders and managers to champion the new approach and drive adoption.

Results & Business Impact

- **Transformational Onboarding**
Replaced static presentations with a dynamic, guided learning journey.
- **High Engagement & Retention**
Employees actively participate in real-world scenarios, increasing skill adoption and confidence.
- **Scalable Platform**
Built on Workday Extend, the solution can be expanded and adapted for future learning needs.
- **Innovation in Action**
Demonstrated the power of courage, vision, and collaboration between Ecolab, Workday, and Helios.

"This is what it looks like when bold vision meets execution. Instead of settling for good enough, the Ecolab team took a big swing – reimagining onboarding as a guided, experience-based journey."

Trevor Lee, President, Helios Consulting

Key Takeaways



Ecolab's new learning platform is more than an onboarding tool - it's a bold reimagining of how employees learn, grow, and succeed. By combining visionary leadership with Helios Consulting's expertise and Workday Extend's flexibility, Ecolab created a model that inspires the next generation of professionals while strengthening its mission to make the world safer, cleaner, and healthier.

A true partnership: Ecolab, Helios, and Workday working together to turn bold vision into reality.



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