



The Challenge

Turner Construction needed to roll out critical safety training tied to their Zero Tolerance for Life-Threatening Behavior program on a compressed timeline.

At the same time, Turner's Learning & Development team was down to a single person supporting the full organization.

Turner had an approved script and clear requirements, but needed a partner to turn the content into a structured video training experience that could be deployed in their LMS.

The Approach

IDLance supported Turner as an extended production team, managing execution end-to-end while aligning to Turner's standards and safety expectations.

IDLance:

- Segmented a 4,780-word master script into a series of short training videos
- Wrote unique openings and closings for each video to improve flow and clarity
- Produced narrated videos using an AI voice approved by Turner, paired with visual pacing and branded layouts



CASE STUDY

Zero Tolerance for Life-Threatening Behavior Awareness Training

The Approach (continued)

- Sourced stock visuals aligned to Turner requirements
- Developed knowledge checks aligned to each video, including feedback for all answer options
- Provided project management support and timeline oversight
- Supported deployment in Cornerstone OnDemand (CSOD) through guided screenshare sessions, mobile testing, and completion logic validation

Plug-n-Play Learning Pros Placed by IDLance

- **Project Manager** (delivery oversight + stakeholder coordination)
- **Instructional Designer** (script segmentation + knowledge checks + narration production)
- **Video Developer** (video branding + video/sound production + intro/outro development)
- **QA Specialist** (review + quality control)
- **LMS Admin** (CSOD guidance, testing, and deployment validation)

Deliverables

- 7 short-form narrated training videos (approximately 36 to 37 minutes total runtime)
- Knowledge checks for each video (up to 25 multiple-choice questions total with feedback)
- One standard animated branded intro and outro used across the series
- Deployment guidance and validation support for CSOD configuration

The Result

Turner received a complete, ready-to-deploy training package that supported consistent rollout across project sites without increasing strain on internal L&D capacity.

Segmenting the content into shorter videos supported engagement, reduced cognitive overload, and made it easier for learners to complete training on mobile devices and revisit specific topics as needed.

Why It Worked

This project is a strong example of what many construction organizations face today: high-stakes training, compliance requirements, limited internal capacity, and tight delivery windows.

IDLance provided the production execution, QA support, and project management structure needed to deliver a high-quality training experience on schedule.

How Can We Help You?

Construction training moves fast. We help L&D teams build and deploy safety and compliance training, produce video learning, support LMS rollout, and more, especially when timelines are tight and internal bandwidth is limited.

**Book a Consultation Call
with Our Co-Founder,
Dr. Parker Grant**

