



LEARNING:

How to get the most out of learning management

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ACHIEVE THE PERFECT BLEND

SUPPORT THE MOVE TO MOBILE

GET SOCIAL

INTEGRATE YOUR PROCESSES



KALLIDUS

How to get the most out of learning management

With L&D budgets set to remain tight and a need for HR initiatives to remain firmly focused on business impact, it is more important than ever for organisations to optimise training and development budgets for return on investment. Employing effective and engaging strategies using the latest in workplace learning management tools can drive behavioural change, support continuous learning and unlock talent potential.

As technology continues to advance, success lies in making the most of your learning management system (LMS). The LMS has come a long way from acting as a basic, online course catalogue and administration tool to become the must-have management system for supporting organisational transformation and growth, managing the skills and potential of the entire workforce, and driving significant business value. The LMS market is

now estimated to be worth \$2.5billion, growing by 21% in the last year alone (source: Bersin by Deloitte), and this powerful learning platform assists growing numbers of organisations in managing a workplace that is more distributed, diverse and multigenerational than ever before.

Yet many simply don't realise the potential held within learning management solutions. Tapping into the latest functionality and aligning with key corporate strategies can make way for greater collaboration, build capability, improve performance, and develop and retain the leaders of tomorrow. So if you're thinking about upgrading your LMS, or maybe just want to achieve more from your current one, here are our top factors to consider in today's learning management marketplace.

01 Achieve the perfect blend

Learning comes in many forms. A blended approach to learning can not only prove more economical, but is often the preferred option for many learners. People learn in different ways, and using your LMS as a centralised platform to create and deliver face-to-face, online and mobile learning is the perfect solution to enhance the learning experience of the user.

Offering blended learning via your LMS helps reflect a wide range of specific learning needs, while flexible access to learning resources in different formats gives employees greater choice and control when it comes to selecting their individual learning plan. Empowering staff by putting them at the centre of their training programme can improve engagement, and implementing a seamless approach to blended learning via your LMS helps cut costs, save time and track development more effectively.

02 Support the move to mobile

With key advances in technology, users now have the potential to complete learning anywhere, any time and on any device. But what does this mean for the LMS? The latest mobile functionality of the LMS enables content and progress to be delivered and tracked across an ever-increasing range of devices and platforms. Learners can download personalised content, which can be resized and tailored to the type of device thanks to new 'platform aware' systems, and learning can now be completed both online and on the go.

The new generation LMS can even track the learner's progress and performance in offline courses, as results are uploaded into the LMS when users reconnect to the internet. Other key features of today's mobile LMS include a consistent user interface and secure access using encryption technology. The introduction of SCORM compliance means progress is accurately tracked regardless of the device the training was completed on.

03 Get social

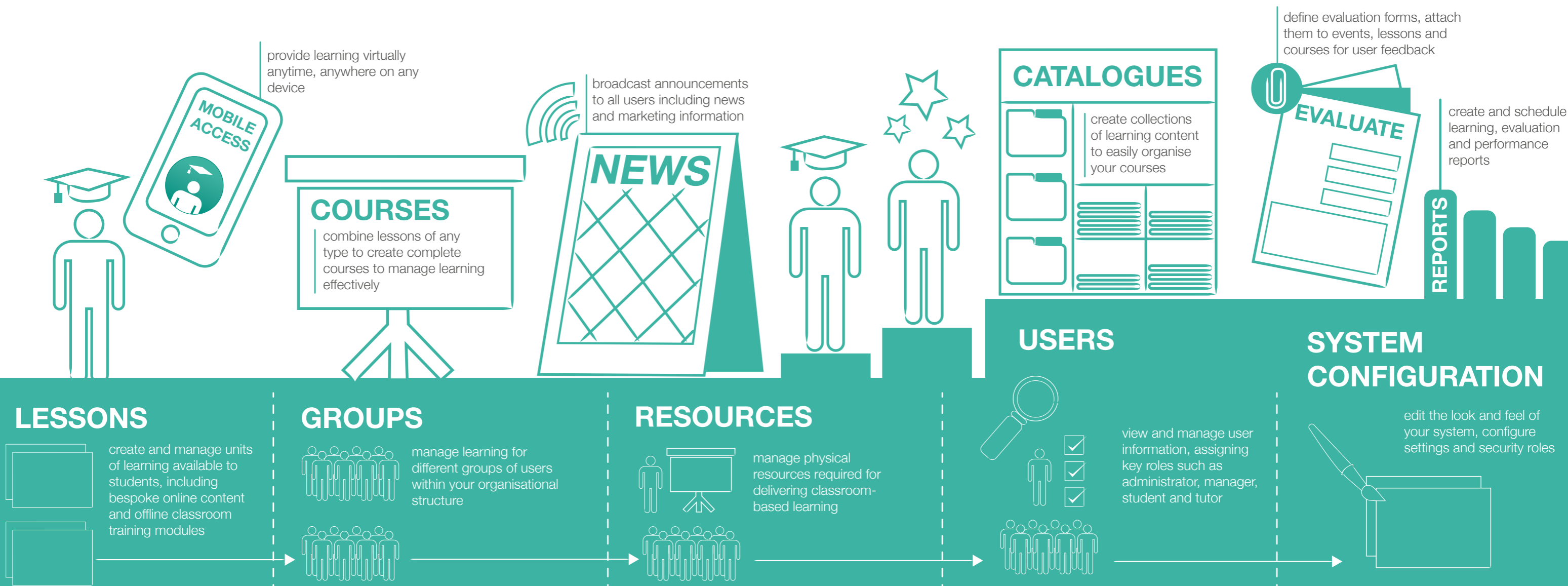
Social and mobile learning are already beginning to entwine. As learning becomes ever more mobile, a social LMS can enable learners to create instantaneous content, share knowledge and participate in learning, all whilst on the move. In a reflection of social media platforms, the latest LMSs give users the power to recommend, rate, share, comment on and even co-create learning resources.

Let your staff build their own learning network through message boards, forums and embedded social media tools like LinkedIn, Twitter and Facebook. Blogs are a great way for users to create their own knowledge bases and chat rooms can even be run in conjunction with more formal learning to add depth and discussion to individual lessons, courses or groups.

04 Integrate your processes

Streamlining your systems and processes will not only guarantee a more seamless experience for the user, but will have genuine strategic benefits in terms of business performance, talent agility and succession planning. Integrating your LMS with your talent and performance management systems can give you a cross-departmental view of performance, connecting silos and creating a single enterprise-wide view of employee information.

Greater insight and more detailed analytics mean that your business will be well-informed when it comes to making decisions about talent management and mobility, allowing training resources to be quickly and easily directed when and where they are most needed. This unified approach allows leaders to develop more effective development plans for high-potentials and create leadership pipelines for future growth. Integration can even boost the power of your learning, for a more engaged workforce, higher retention levels, and significantly improved ROI.



References

Bersin by Deloitte's WhatWorks® Brief, Learning Management Systems 2014: Making the Right Decision to Support High-Impact Learning

About Kallidus

Kallidus is an award-winning provider of learning and talent management solutions. Our software, e-learning and consultancy services help ensure that you have the right people in the right roles with the right skills, knowledge and competence. Our mission is to maximise talent through empowering your workforce and your organisation to develop continually, learn effectively and improve performance.

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