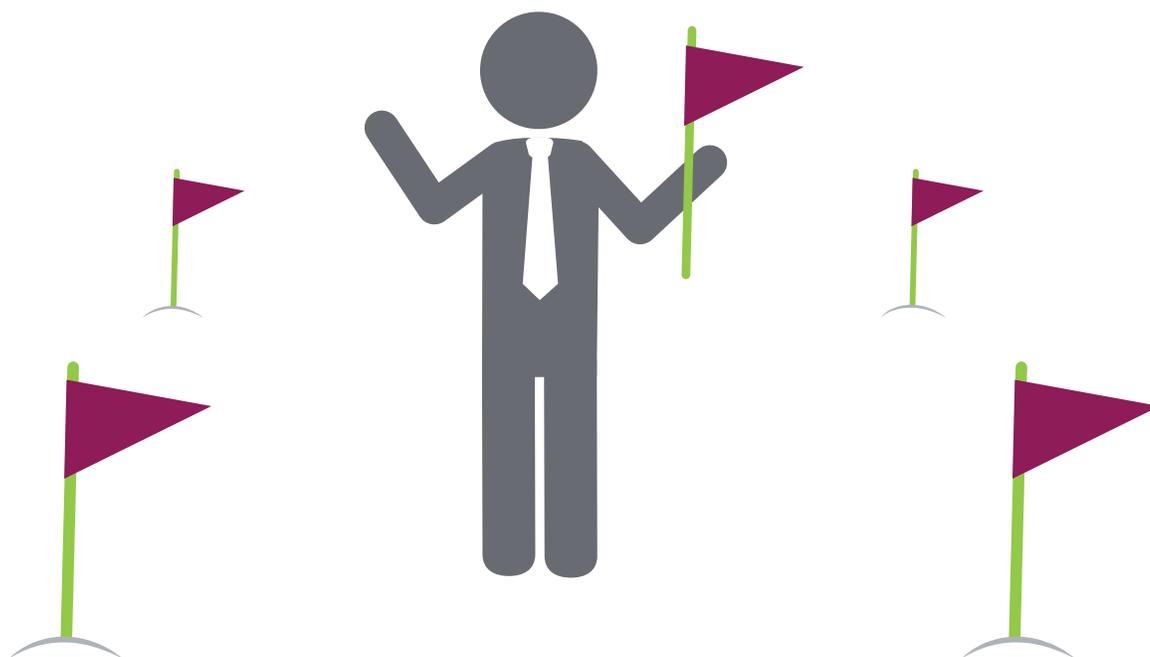




5 Red Flags That You've Outgrown Your Learning Solution



Introduction

Training is no longer a back office function, it's now at the front line of addressing strategic business challenges when trying to outsmart and outperform your competition. Your learning solution of the past may not be what your organization requires today and into the future

When re-evaluating your learning solution needs, it's important to ask yourself: Are we delivering training to all of the audiences we need, internally and externally? Have our users become more sophisticated than the learning system they are using? Are we being hindered by a learning application that is static and out of date? Does our learning solution offer sufficient support to our end users? Has our learning program grown and adapted along with the needs of our people and our organization? Do we have the HR integrations that we need or are we still working in silos? Honest answers to any of these questions might indicate that your organization has outgrown its learning application and needs to look into the advantages that an integrated Software as a Service (SaaS) learning solution can provide.

FLAG #1: YOUR LEARNING SOLUTION CAN'T REACH A DIVERSE AUDIENCE

ASTD's Learning Circuits Annual e-Learning Trends Survey says that 42 percent of training is being delivered to audiences that are outside of the organization; are you able to reach out to your external audiences? If your learning application is only supporting internal delivery of traditional online and instructor-led training content, you may be getting left behind in your market space. Delivering training to customers, channel partners and audiences other than your own employees can open up a new world of opportunities in the form of brand awareness and loyalty, product adoption and new revenue streams. Imagine the possibilities of delivering learning that is integrated with your own and your partner's CRM solution. How might this impact your sales?

FLAG #2: YOUR LEARNING SOLUTION IS STATIC AND OUT OF DATE

When your learning solution is static and out of date, your learning audience suffers from not having access to the latest and greatest learning technologies. This can lead to frustration when users are utilizing better technology in their personal lives than they experience at work. Are you able to utilize new functionalities like virtual instructor led training (VILT), social learning and delivering learning via mobile devices? When your learning solution isn't flexible enough to allow you to showcase the most up-to-date corporate messaging, it can negatively affect your speed to efficiency and leave you a step behind the competition. Are you able to change the look and feel of your learning solution to appeal to multiple audiences? Using a SaaS learning solution levels the playing field as small and emerging organizations can benefit from the same system enhancements that large and even global organizations enjoy.

FLAG #3: YOUR LEARNING SOLUTION HAS LIMITED SCALABILITY

Scalability of your system is important – as your audience's needs and requirements change, so should your learning solution. Have you been relegated to an unsupported platform? Does your system have the flexibility to deploy courses from multiple online providers? Did you purchase a "lite" version of a product and now it is lagging behind your corporate growth instead of leading it? When competing in a global market, you need to have a simple way for all of your users to access the same system. A true SaaS learning application only requires users to have access to the Internet and it can grow with you as your needs evolve and change.

FLAG #4: YOUR LEARNING SOLUTION ISN'T KEEPING UP WITH CORPORATE REQUIREMENTS

As your users, administrators and executives become more sophisticated, your learning solution must have the robust functionalities needed to keep up. Can your learning application incorporate talent, workforce, analytics, social learning, mobility and more? Does it provide the services you need to understand and utilize those functionalities? Has your executive team become more demanding and you need to create and share reports with multiple stakeholders while having the functionality to report and share that key data across your entire HR solution? Creating a report or changing the layout of your learning solution shouldn't require an internal staff person to write code. Implementing a SaaS learning platform with best-of-breed talent and workforce management integrations allows you the flexibility to add additional robust functionality when your organization requires it.

FLAG #5: YOUR LEARNING SOLUTION HAS INSUFFICIENT END-USER SUPPORT

Are your end users beginning to need more support than what you can handle internally? Does your learning solution provider offer adequate hours for administrative and end user support? Does your learning solution require a specific Java load for some courses and, inevitably, you end up spending most of your internal staff time supporting learners that don't even know what Java is? Proper end-user support for your learning solution should be available to your end users in multiple languages, 24/7/365

Take a second look:

If your learning solution isn't providing you with the integrations, functionality and support you need to grow into the future, it's time to re-evaluate your solution. Delivering content via a SaaS platform is easy and flexible. SaaS systems are continually being perfected and are never out of date. Having a feature-rich, best-in-class solution allows SMBs to get the same functionality enhancements as larger organizations with the services and support to back it up.

Conclusion

This is an exciting time for learning technology. Critical workforce needs and advances in technology mean that learning professionals are at the forefront of the most important talent challenges. With the right technology, you can know that you are up to the task and ready to deliver.

As the leader in SMB learning, SumTotal can help you address your learning challenges and make the most of the latest industry innovations.

Why choose us?

1. We offer an industry-leading LMS, next-generation mobile technologies, and cutting-edge delivery of content and extended-enterprise solutions.
2. We've taken a different approach to product and technology integration. While everyone else is still talking about product integration, it's a reality with us today.
3. And no one in the industry can match our ability to integrate data with other HR systems; other enterprise systems, like CRM and POS; and even popular third party sites like, salesforce.com and LinkedIn.
4. Our learning solutions are completely integrated with a suite of talent and workforce management solutions.
5. Our professional services teams are committed to your success — before, during and after implementation.
6. We put your people first. We're all about learning and development. We'll help your people be their best.



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