

4

UNDENIABLE BENEFITS OF LEARNING MANAGEMENT SYSTEMS

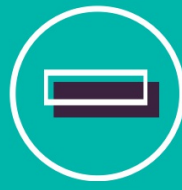
and why you might need one

Learning Management Systems (LMS) are one of the most accurate ways to administer, document, track and report on educational courses or training programs.

#1

An Unbiased Measurement

No matter how well-trained managers are on rating employee performance, biases are inevitable.



BIASED

Human Capital Management (HCM) systems are still very common today, despite the tendency for biases to occur.



UNREALISTIC
STANDARDS

Managers often rate the performance of the employee based on their own capabilities. Therefore, if the employee is capable of everything the manager can do, they are more likely to get a higher rating than those who cannot.



TOO MANY
FACTORS

There are many unavoidable physical and emotional factors that play into performance rating which can be avoided by using an LMS instead.

#2

A More Personalized Approach



LMSs communicate needs better

HCM unsuccessfully uses the same cookie cutter approach every time to team building, whereas individuals have their own unique set of skills and capabilities that LMSs can narrow in on.

LMSs function as a sort of computer manager, letting the manager know where the employee is performing well or poorly, without bias getting in the way. Unlike an HCM, LMSs aren't affected by human emotion.

Therefore, LMSs help managers create better training guides, by removing the manager's personal expectations, and providing reasonable expectations as the employee grows in experience.

#3

An Accessible, User-Friendly and Scalable Platform

Anywhere, Anytime,
People Can Access LMS

Non-biased training
makes better workers

Demonstrating your
desire to improve lives

The information and education contained within an LMS can be accessed from anywhere and at any time. This allows the target beneficiaries to work on the development, training and performance content whenever it is most convenient.

The scalable platforms allow for learning modules to be adaptable to current and future needs. Plus, an LMS combines eLearning, Simulations, Mobile Learning and Classroom-based Learning, for a blended learning approach, and the LMS becomes the center for all modules and materials.

#4

Better Technology Attracts Greater People



The greater a company's dedication to investing in advanced technology, the better. LMS technology makes collaborative learning possible. LMS uses advanced technology for the mutual benefits between teachers and students, and helps to create a reputation for being a tech savvy, learning savvy organization.

By offering employees the ability to access the LMS at any time, and from anywhere, along with utilizing social learning elements like Twitter and Facebook for ease of communication, students/employees have greater control and freedom in their lessons.