

cegid



Learning & Development

**Engage and
retain your top
talent and
future leaders.**

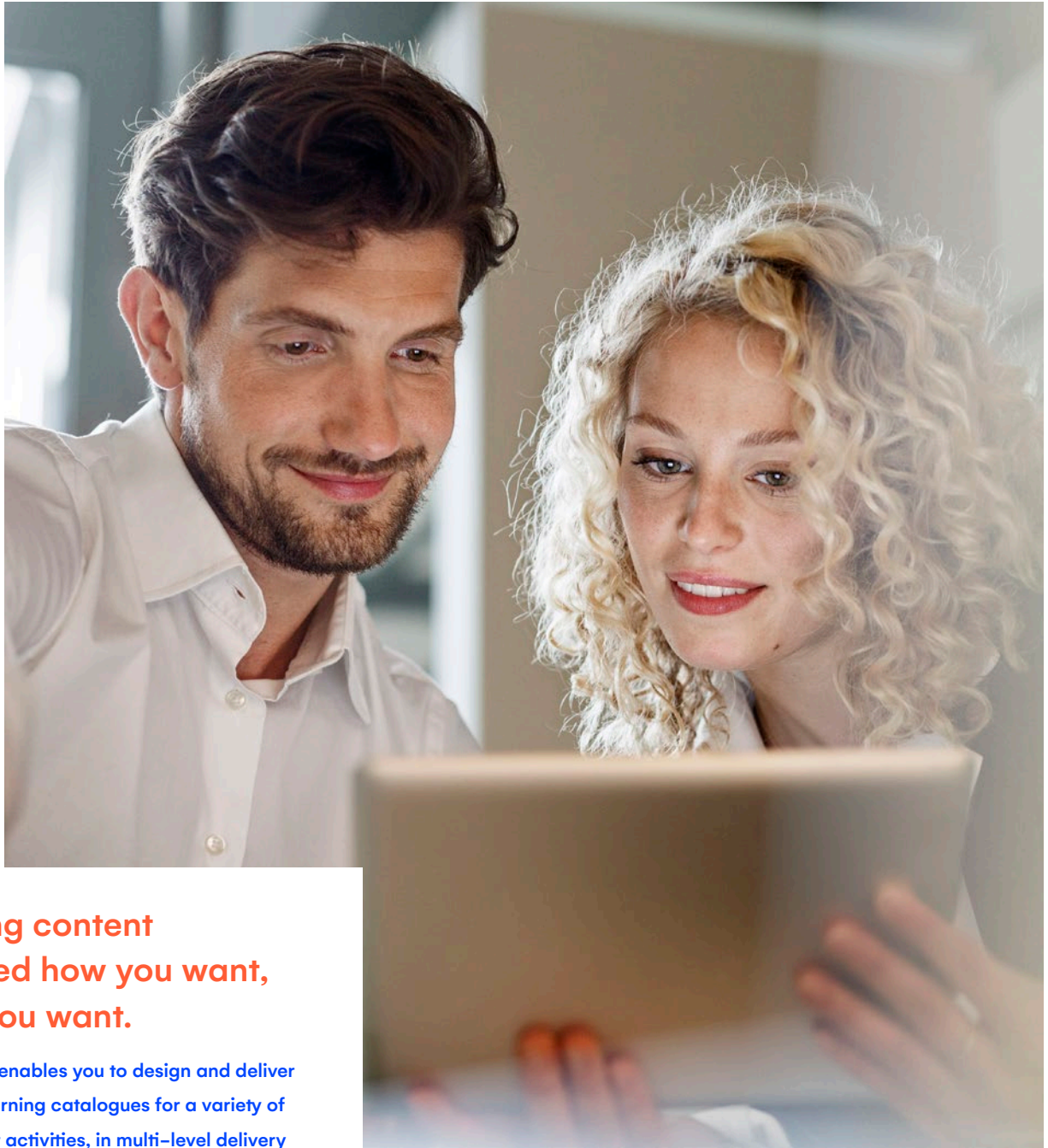
Help your employees grow with great learning tools and content.

The Cegid Learning and Development solution provides organizations with the essential tools to manage, deliver and track their learning success. Through our pioneering technology and best-practice approach, we help companies achieve improved employee engagement and retention by capturing the right intelligence to align their talent management strategy to corporate goals and business performance.

Native integration with the Cegid Performance module allows companies to harness valuable employee data to develop learning programs that run in parallel with organizational needs. The built-in communication, personalization and collaborative tools deepen employee interaction while the manager features effectively track team and individual progress and learning paths. Whatever your learning workflow demands, the technology is configurable to optimize your system processes and tap into your organization's full learning potential.

Product Highlights

- › Schedule learning activities directly from performance assessments to close competency and skill gaps
- › Streamline operational activities and facilitate enrollment and asset scheduling
- › Capture learner feedback to evaluate and improve instructor and curriculum quality
- › Apply blended strategies that incorporate formal and informal learning
- › Use the full featured Learning Content Management System (LCMS) to design, assemble, manage and deliver your learning content
- › Leverage social media to share best practices, methodologies and subject matter expertise across divisional, geographic and cultural boundaries
- › Increase employee engagement by allowing them to identify their career objectives and create their own learning paths
- › Robust content standards support



Learning content delivered how you want, when you want.

The solution enables you to design and deliver complete learning catalogues for a variety of development activities, in multi-level delivery platforms, to support self-paced and live training in virtual and classroom settings, or through virtual coaching, simulations and distance learning. Easily create different learning paths by audience profile, region or division in addition to supporting your corporate initiatives or track and set learning courses by location and schedule.

- › Capture learner feedback to evaluate and improve
- › Define and update system enrollment protocols
- › Manage course evaluations and rating scales



Features

Demand Management

Get business insight into your training activities well in advance of the need. With the planning tools, HR organizations are able to identify and capture where future training demands lie and their impact on business goals. Managers gain knowledge of where employee development efforts are needed so they can plan their training budgets accordingly.

- › Monitor waiting lists and establish cancellation rules
- › Activate and customize automated email notifications
- › Distribute and manage online newsletters to include specials, discounts and new course materials

Delivery Management

The solution easily supports e-learning delivery of course content and learning paths, but it also manages pre-course material needs, automates reminders, tracks attendance and measures training feedback. All development activities are centralized in one system allowing HR, managers and employees to see historical training information. Easily track billing needs with your providers based on course completion. The system will even update the employee profile to ensure the most recent training activities are logged.

- › Deliver proprietary and third party online course content and simulations compliant with AICC and SCORM standards
- › Customize access to content and features for specific user groups and business units including logos and branding elements
- › Provide collaborative communication tools for training activities via FAQs, discussion forums and chat areas
- › Align actions with development activities

Analytics

Measure what matters to your organization through robust reporting and analytics tools. Easily analyze the demands, identify where you have skill gaps and future needs, or where adjustments need to be made to improve your learning content depth and breadth.

- › Dashboard views to track training budgets at multiple levels as well as training expenditures
- › Robust report generator to run standard and customized reports or create report templates
- › Track essential training tied to compliance and regulatory requirements

Talent
Acquisition

Learning &
Development

Performance
Management

Compensation
Management

Career &
Succession Planning

Core HR

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