



**RIZING**

## 5 Signs You Need a New Learning Management System

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# Learning Isn't New, but the Technology Is.

# 01

Choosing a Learning Management System (LMS) is an important step towards creating a culture of continuous improvement.

The right LMS coupled with the right processes engage employees and enable your workforce to focus on developing new skills aligned to the growth of your business.

What's more, training and development can also help curtail increasing turnover by creating a sense of job security and commitment to employee growth.

Your LMS must be user-friendly, content-rich, and career growth-oriented to achieve the necessary results.

Learning management systems have come a long way from their early days. But, sometimes, deciding whether it is time to invest in a new LMS can be tough – especially in today's economic environment.

This is why we put together this e-Book – to help make the decision process a little less complicated for you.

We're confident that by the end, you'll know exactly whether replacing or investing in a new LMS is the right choice for you.

Let's get started.



## 24%

Companies that invest in learning enjoy a **24%** higher profit margin than those that don't, according to the American Society for Training and Development<sup>1</sup>.



“The corporate L&D market has been through wrenching change over the last decade. In only 15 years we’ve come from long, page-turning courses to a wide variety of videos, small micro-learning experiences, mobile apps, and intelligent, adaptive learning platforms.”<sup>2</sup>



<sup>2</sup> <https://www.forbes.com/sites/joshbersin/2017/03/28/watch-out-corporate-learning-here-comes-disruption/#2cff5cc1dc59>



# The 5 Signs You Need a New LMS

# 02

Of course, learning is vital to every company's long-term success. However, most CFO's describe it as a burdensome compliance exercise or a heavy cost center... No wonder, winning approval to implement a new LMS or replace an outdated system is a challenge. If your CFO has you doubting yourself, here's 5 signs it's time to invest in a new LMS.

1

## DATED SYSTEMS

If you're working with multiple, outdated and non-cloud learning systems, you're making the education & training process harder than it has to be.

2

## INACCESSIBLE CONTENT

Great content is the best way to keep employees engaged and learning, but if they can't access it when and where they need to, it goes to waste.

3

## NO VISIBILITY

If you can't easily pull analytics and reporting on who is using your systems and how, your LMS isn't giving you the insight you need.

4

## POOR SUPPORT

Running your LMS will occasionally require support from your solution provider. If your support is lacking, or nonexistent, it's time to upgrade.

5

## LACK OF INTEGRATION

Your LMS should work seamlessly with your other HR systems. If integrations are missing or messy, your data will be too.

# The Master List of LMS Features

**Blended learning, mobile learning,  
data protocols...**

Now that you're (hopefully) certain that investing in a new LMS is the way to go, it's time to talk features.

The LMS market is fragmented with numerous choices and lots of "nice-to-haves", making this part long and tedious. So, we did the homework for you to save your team some time!

Based on our research, and our 30 plus years of experience as SAP® SuccessFactors® implementation specialists, we put together this master list of LMS features.

It's your go to list to separate the "nice-to-haves" from the "must-haves" and get a fairly accurate picture of what to expect from your new LMS.

## INTUITIVE USER INTERFACE

The right LMS is easy to use and navigate, so users are encouraged to keep engaging. Look for easy searchability, simple navigation, intuitive pathways and other features that increase engagement and minimize frustration.

## LEARNING PATHS

Create course paths that meet the specific needs of teams, departments, roles or specific compliance. Rely on learning paths to customize training based on user performance and opportunities for improvement.

## WEBINARS

Offer dynamic education opportunities with accessible webinars that deliver information in more dynamic ways, helping differentiated learners absorb the necessary information more easily.

## BLENDED LEARNING

Combine instructor-led training with self-paced components to help customize your training modules. Supplement in-person training with flexible online learning for a more effective training regimen.

## MOBILE LEARNING

Allow your staff to learn on the go with mobile-ready training accessible when and where they need it, eliminating the need for difficult scheduling to meet the needs of round-the-clock staff.

## FLEXIBLE REPORTING & ANALYTICS

Maintain visibility into user statistics and performance to help track training, maintain compliance and customize learning tracks, while keeping leadership in the loop on completed and in-progress trainings.



## **SOCIAL LEARNING INTEGRATION**

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Increase engagement and gamification through integration with social learning. Allow discussion groups, news feeds and chat functionality to increase the value of your LMS and encourage networking.

## **RESPONSIVE DESIGN SUPPORT**

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Maintain a positive, streamlined user experience as your staff undergoes training by choosing an LMS that offers support for responsive design, meaning training is easy to access on any device.

## **ASSESSMENT TOOLS**

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Track progress and measure growth against department metrics or corporate KPIs with assessment tools designed to gauge learning speed and full comprehension of necessary information.

## **CERTIFICATION & COMPLIANCE MANAGEMENT**

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Track and even automate the scheduling of certification and compliance training, including reminders for upcoming due dates to keep your team on track and reduce the risk of missed certification dates.

## **DATA SECURITY PROTOCOLS**

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Maintain the safety of your information and your employees' personal data with an LMS that maintains full data security across devices and networks.

## **RESOURCE COMPATIBILITY**

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Use and track files and resources across your LMS with full compatibility, allowing you to maintain a seamless relationship between your courseware and your LMS solution for a better user experience.

## **ONLINE COLLABORATION TOOLS**

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Make it easier for your team to collaborate on training topics, share information and continue to build strong working relationships through flexible online collaboration tools that allow file sharing and more.

## **FEEDBACK SYSTEM**

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Collected detailed, timely feedback from learners—including surveys, polls, satisfaction measures—to make sure you're continually meeting the educational needs of your employees.

## **INTEGRATION**

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Look for an LMS that not only provides training, but cleanly integrates with your existing systems to easily manage registrations, automate emails and track user progress throughout content.

## **SCALABILITY**

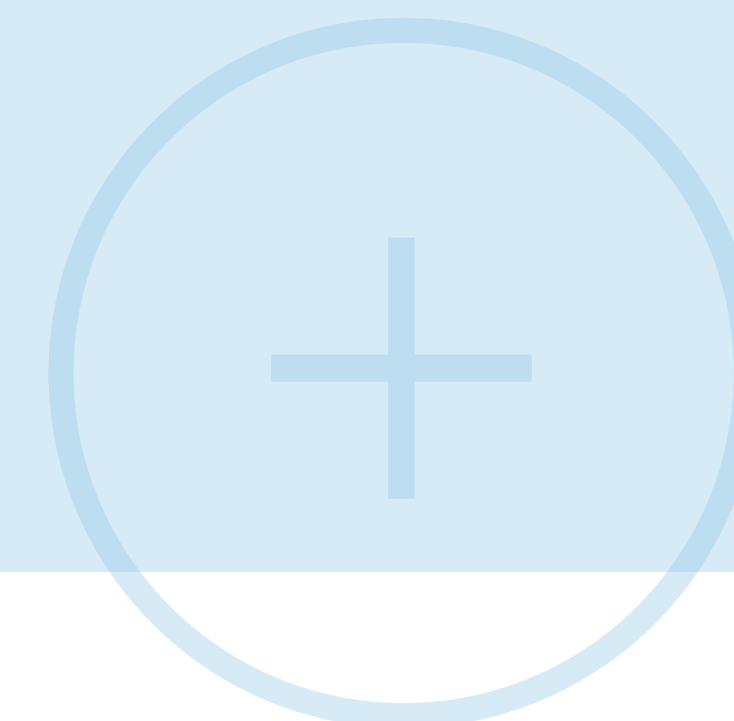
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If your LMS isn't flexible enough to grow along with your needs, you'll end up replacing it over and over. Look for a solution that has the capability to offer you what you need right now and as your needs expand.

## **COURSE LIBRARY**

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Make sure your LMS offers an industry-specific library of information to supplement existing learning paths and offer a simple way to revisit information.





# Rizing's LMS Planner

Optimize your healthcare organization's training management and resource scheduling with LMS Planner. This intuitive planning tool allows Planners, Schedulers, Training Managers and Trainers in healthcare roles to work more efficiently through:

**A simple user interface that provides a consolidated and global view of all resources**

**The right resources for proactive and long-term planning**

**The tools to manage a high volume of offerings, resources and trainers all in one place**





BONUS

# The Master List of LMS Features – Easy Checklist Edition

This complete checklist of key features will help you prioritize what you need when looking for an LMS.

Use it when evaluating your options.

Intuitive User Interface

Learning Paths

Webinars

Blended Learning

Mobile Learning

Flexible Reporting & Analytics

Social Learning Integration

Responsive Design Support

Assessment Tools

Certification & Compliance Management

Data Security Protocols

Resource Compatibility

Online Collaboration Tools

Feedback System

Integration

Scalability

Course Library



Pay attention to the user interface—is it intuitive?—and the user experience—is it engaging?—to be sure you choose an LMS that meets not only your current needs but can scale with you as you grow.





# Drive Growth through Learning

The right LMS can drive big wins for Human Resources within the business: retaining talent, increasing employee engagement, meeting compliance standards, and hiring and promoting from within your organization.

Culturally, these wins really add up... But, more importantly, they also deliver huge returns on the investment, helping your HR team be seen as a crucial business partner.

Our certified SAP® SuccessFactors® professionals can help you master your new LMS and position your business for growth.



Contact us today to find out how we can help you deliver education and training designed to let your organization learn, grow, and thrive.



# RIZING

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