

Checklist: Must-haves for a strategic learning system

Technical enablement

- 1 Learning in the flow**

Busy employees need continuous training but often can't find the time or lose time switching between tasks. Headless solutions make microlearning courses seamlessly available inside business applications, so learners can maintain productivity and fill training gaps.
- 2 Robust integrations**

Data syncing, single sign-on (SSO) and other API integrations keep learning up to date, secure and operating seamlessly within your business ecosystem.
- 3 Business intelligence tools**

Robust and user-friendly reporting and analytics tools let you monitor training program progress and performance. Easily measure learning effectiveness for stakeholders.
- 4 Multi-tenant capabilities**

Scale and tailor learning experiences for multiple business units, partners or vendors at once through separate portals using services and features of a single software platform.

To be effective, a strategic learning system (SLS) needs certain elements. The following are must-haves for a successful training solution that is seamless, secure, scalable and delivers desired learning outcomes. A well-designed system focuses on elements in three categories: learning journey, administrative efficiency and technology integration.

Admin experience

- 1 Intuitive administration**

Intelligent admin tools streamline day-to-day tasks such as learner enrollment, notifications and reporting. Conversational interfaces simplify and speed up routine work even more.
- 2 Democratized content creation**

Tapping into employee knowledge and experiences provides more relevant and impactful content. Build in ways for learners to contribute ideas and media.
- 3 Limited role administration**

Verify that learners have acquired the knowledge to perform their roles without a heavy administrative lift. Learners indicate when they're ready for review, reviewers are instantly notified, and results are recorded for compliance.
- 4 Content management automation**

Access to pre-built courses on essential topics reduces time to deployment and streamlines training with ready-made content in multiple languages and formats.

For more information, please visit www.absorblms.com.



Learner experience

- 1 Engaging learner experience**

A vibrant learning journey that captures interest and reflects various learning styles boosts satisfaction, encourages course completion and promotes a culture of learning.
- 2 AI driven personalization**

AI helps tailor training experiences that suit the needs and preferences of every learner. Customized learning is memorable and impactful, accelerates progress and improves outcomes.
- 3 Mentoring and collaboration**

Foster growth through people-based learning including mentoring, coaching and communities to share knowledge, skills and experience across learners.
- 4 Experiential tasks**

Bridge the gap between online learning and real-world application, with hands-on learning tasks to empower learners to develop and practice critical skills and apply knowledge in meaningful ways.
- 5 Seamless ILT / self-paced integration**

Create an integrated and engaging learning experience that combines all different modalities of learning including instructor led trainings and self-paced learning.