

Checklist: Must-haves for a strategic learning system

Technology integration

- 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.

Administrative efficiency

- 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.



Learning journey

- 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 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 Community and collaboration**

Social interaction – through course leaderboards, polling and winning accomplishment badges – builds camaraderie and infuses training with team spirit.
- 4 Tasks and surveys**

Build in continuous learner feedback with training surveys. Gauging learner satisfaction and course effectiveness helps direct and improve future course design.
- 5 Gamification**

Winning, incentives and rewards are strong motivators. Add a playful and mildly competitive element to the training experience with points and challenges to drive engagement and knowledge retention.
- 6 Application and practice**

Make learning objectives clear from the outset and build in opportunities for learners to apply their learning to practical, relevant examples drawn from actual work situations.