The Integrated Learning Ecosystem

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Brandon Hall Group

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NetDimensions

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NetDimensions

LTG expertise

ltg learning technologies group

CONTENT & SERVICES

LEO Learning: specialists in learning content (blended learning and all types of digital learning), strategy and consulting, learning platforms, delivery and support.

Eukleia: specialists in global reputation and compliance learning with subject expertise in banking and financial services.

PRELOADED: BAFTA-winning games, VR and AR studio providing "play with purpose" solutions.

OTHER PLATFORMS

LTG owns a 27% equity stake in Watershed, a developer of the next generation learning analytics platform, creating and utilising 'Big Data' to develop pioneering learning content and systems.

PLATFORMS

NetDimensions: the world-leading Learning Management System for high-consequence industries where compliance and licence-to-operate are essential.

gomo: complete SaaS-based authoring suite for creating and distributing multi-device 'responsive' content.

Rustici Software: seamless technology working in the background of e-learning platforms to enable interoperability.

PeopleFluent: a market leader in human resources solutions for the digital enterprise, PeopleFluent helps companies build and power a productive workforce.

HCM Research and Advisory Firm

FOUNDED IN 1993

- Community of 300,000+
- 10,000 Global Clients
- Leading Independent HCM Research & Analyst Firm
- Publishing 2+ Pieces of Research Each Day

Sample of Our Clients

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How We Help You

- Learning & Development
- Talent Management
- Leadership Development
- Talent Acquisition
- Workforce Management

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Open Surveys

- **Learning and Development Benchmarking**
- **HCM Outlook 2019**
- **Workforce Management Technology**
- **Talent Risks**

Visit www.brandonhall.com click **Open Surveys**

If you would like to join a panel of survey takers, please contact us at success@brandonhall.com

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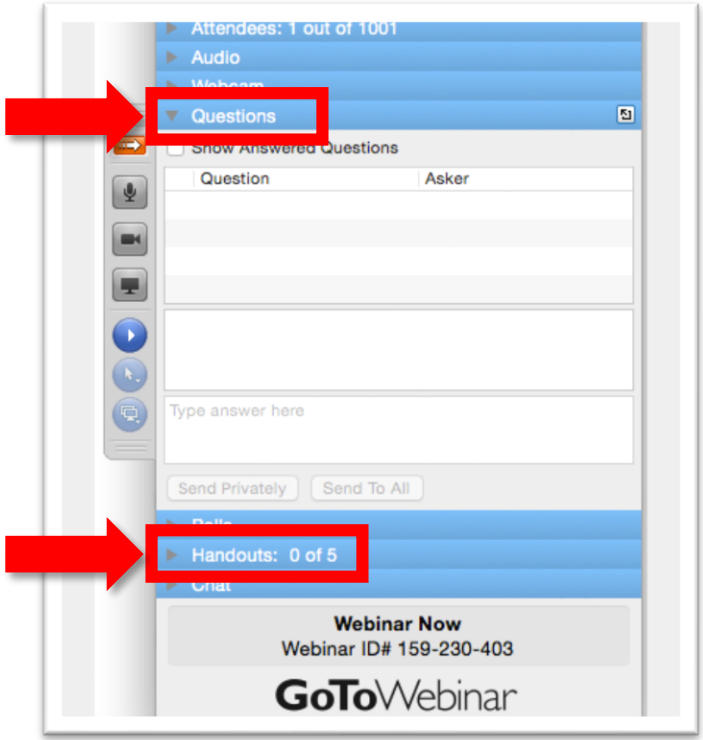
How to Ask Questions



- Submit your ***questions*** or ***comments*** about the discussion to our presenters using the **Questions** tab on your control panel.
- Presentation ***slides*** and ***giveaways*** can be found in the **Handouts** tab on your control panel.

Recording & Slides will also be sent out after the webinar.

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POLL QUESTION
How many systems are currently integrated with your Learning Platform?

1. None
2. 1-2
3. 3-5
4. 5-10
5. More than 10

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The Learning Ecosystem

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What is it?

A learning ecosystem is essentially a collection of L&D tools, processes, content, connections, relationships, etc. It’s made to your specifications and integrates whatever you need.

Should I have one?

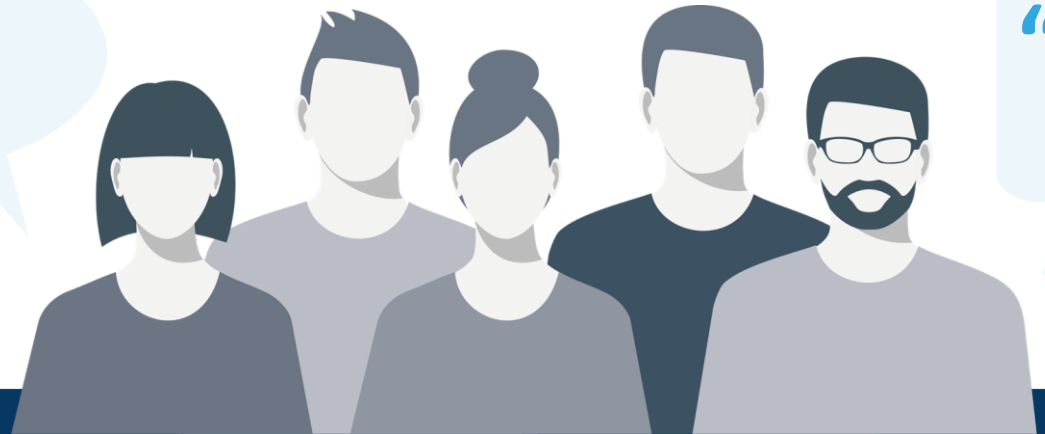
"I want to know if and when there's a correlation between the training and utilization increase and increase in sales."

"How do we get set up to measure?"

"Can we integrate X and Y systems?"

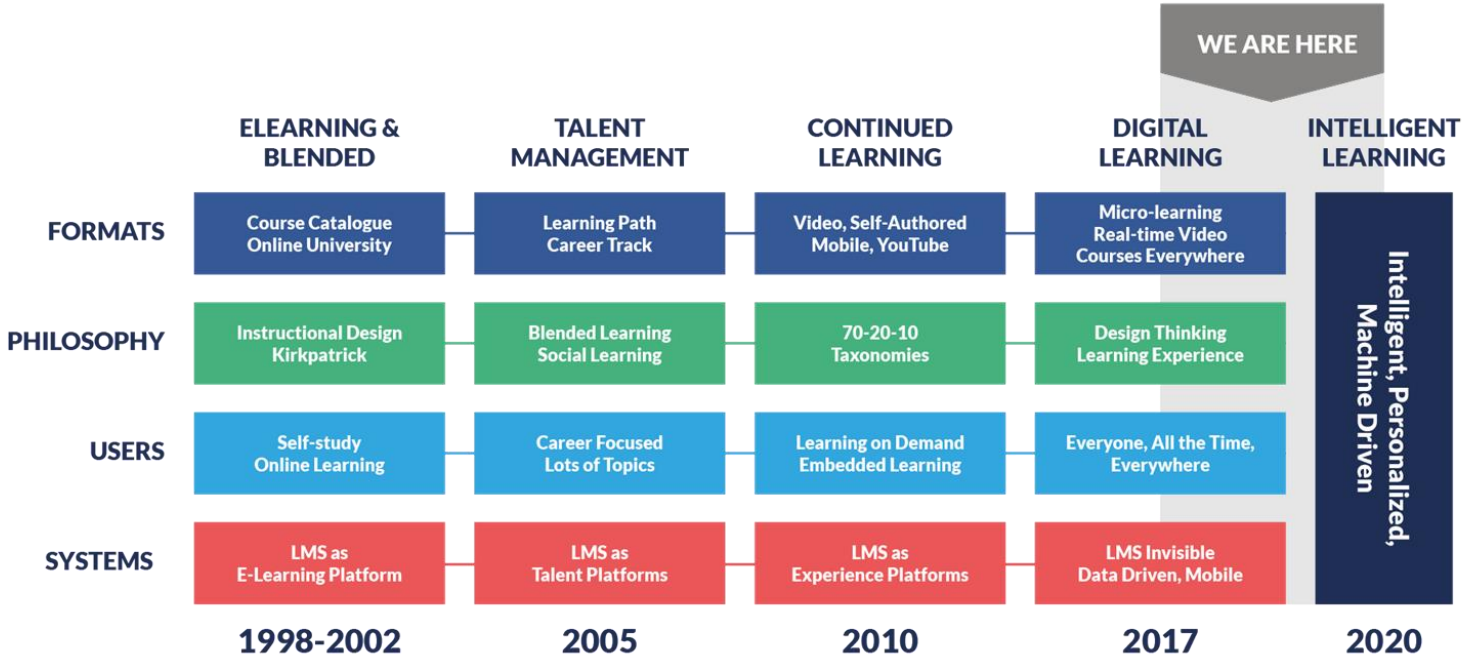
"How can we add more social?"

"Let's gamify the whole program! We need badges and rating systems!"

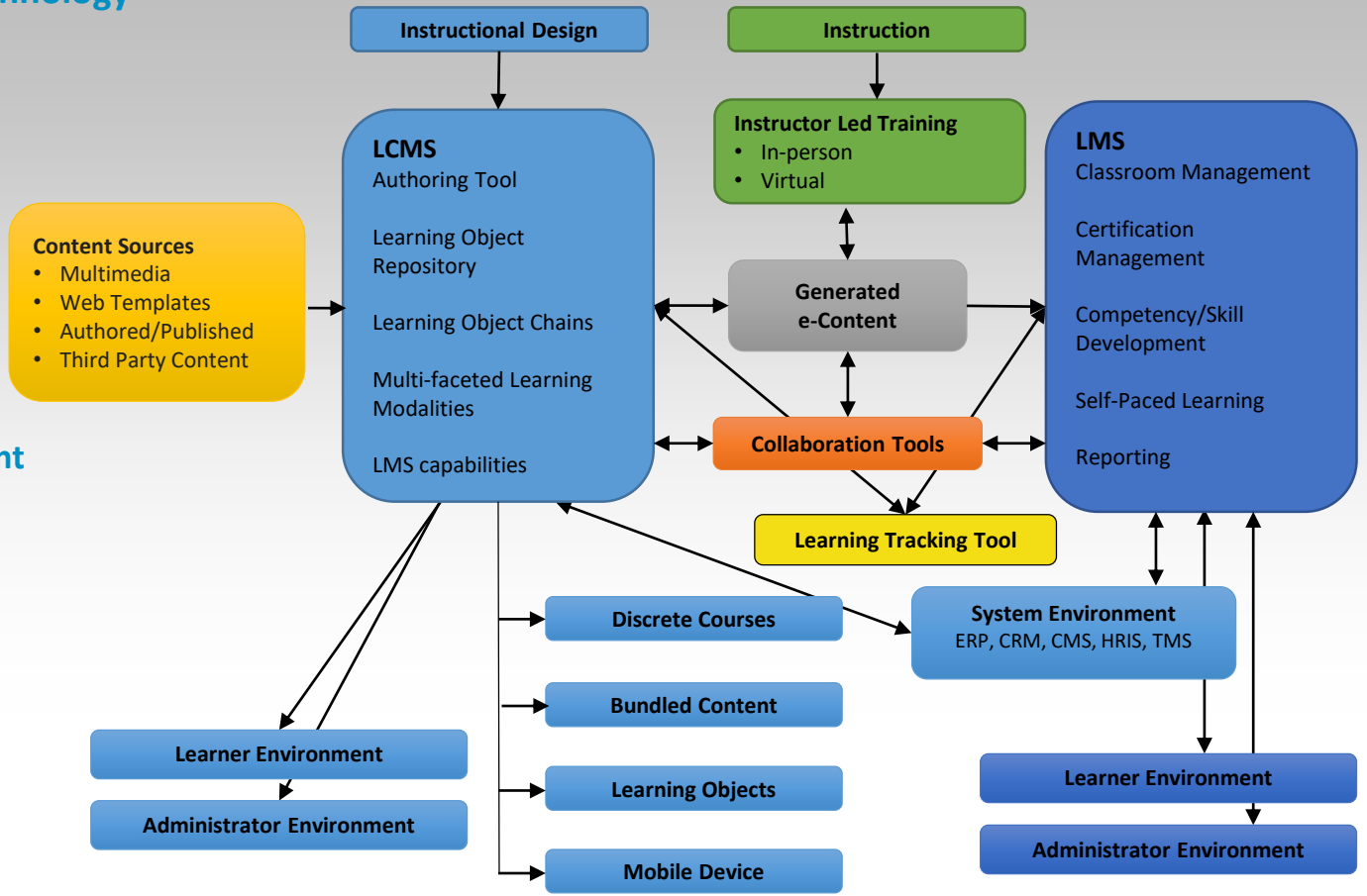


Evolution of eLearning has been blindingly fast

From eLearning to Digital learning in one generation...



Learning Technology Ecosystem



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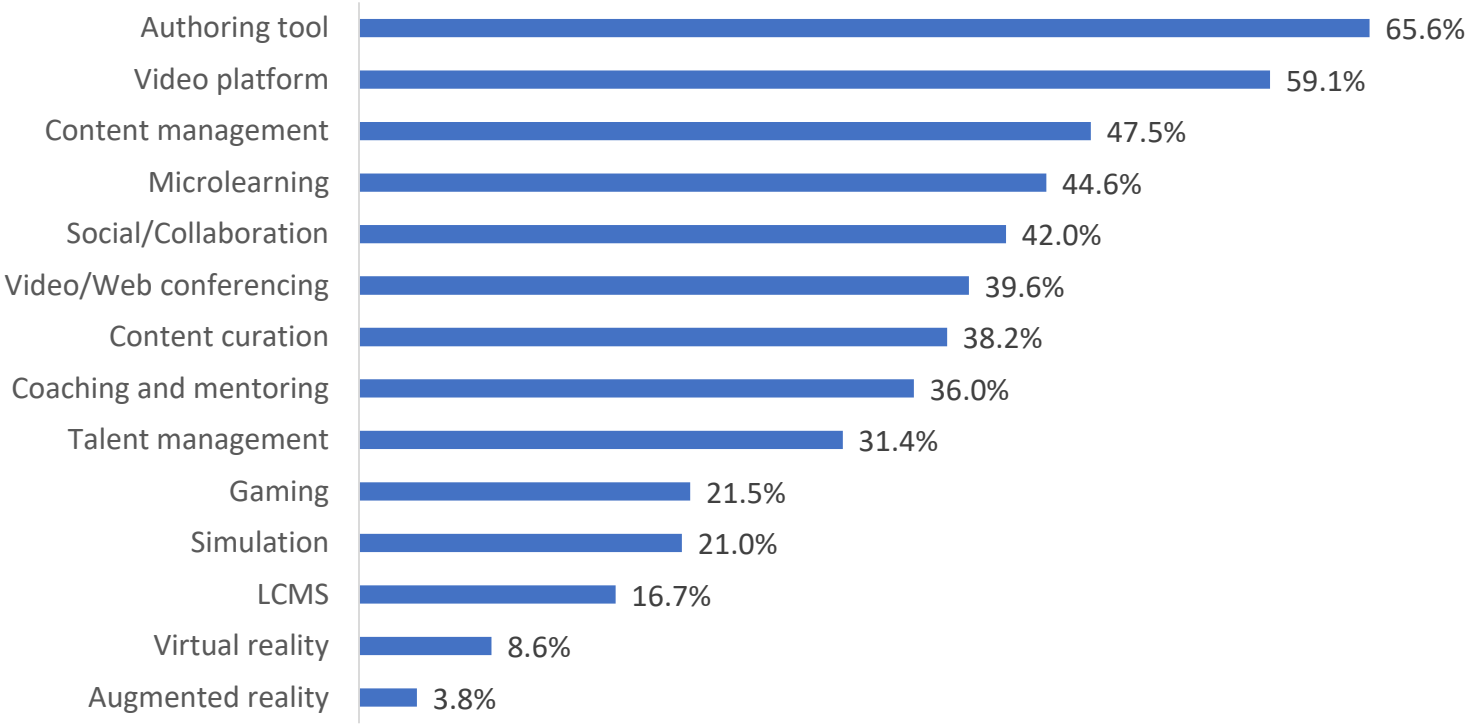
Elements of The Ecosystem



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Importance of Integration

Forty-one percent of companies say they chose their current learning technology for it's ability to integrate with other systems.

BHG, 2018 Learning Management Technology Survey

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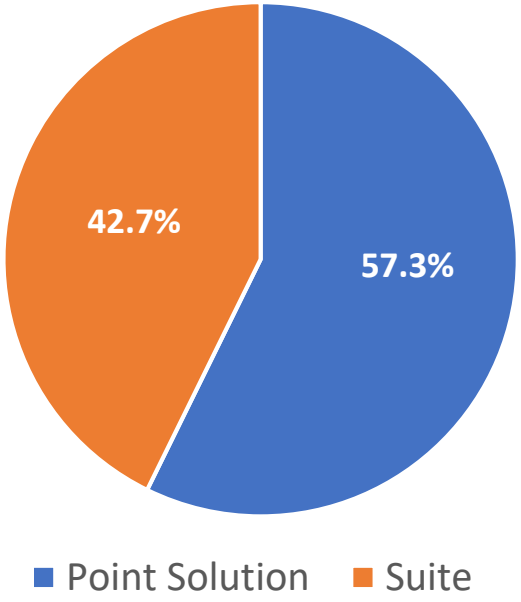
To Suite or Not to Suite…



Importance of a suite provider	
Not at all	27.6%
Somewhat Important	34.1%
Important	26.6%
Critical	11.7%

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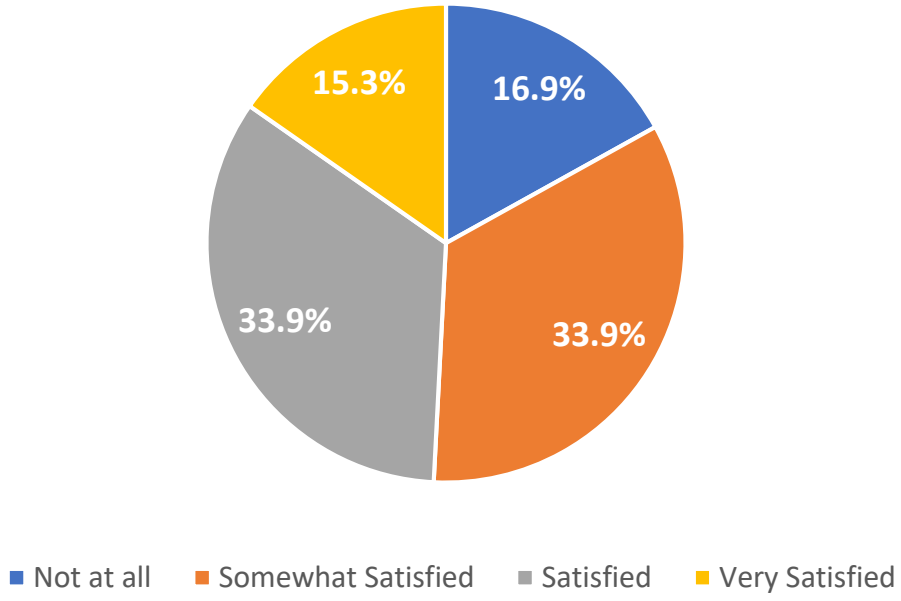
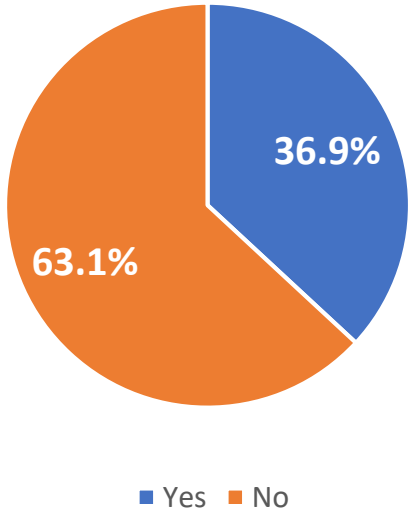
Satisfaction with Integration

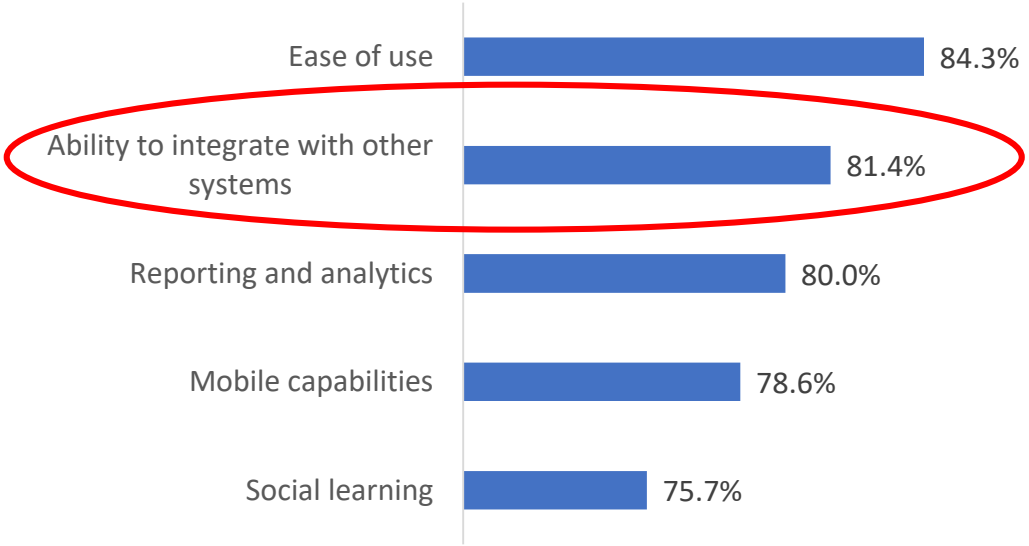


BHG, 2018 Learning Management Technology Survey

Looking to Replace LMS?



Top 5 Areas for Improvement



BHG, 2018 Learning Management Technology Survey

3shape
Your learning path
Step 1
Getting Started
Introduction
Order your TRIOS start p
Intro video
What to Come
The Digital Workflow
DIGICEL RETAI
YOUR FUT
STARTS H
Complete your assigned
Goal completion date an
Hello,
Jacquie Williar
Anbell Agencies
Digicentre, 51 Knutsford Boulev
Kingston, Jamaica
Total Points: 1,2
VIEW ALL AVAILABLE COURSES
VIEW AVAILABLE RESOURCES
John Clarke
Anbell Agencies
Digicentre, 51 Knutsford Boulevard
Kingston, Jamaica
12,565 pts
PEPSICO
Logout | Profile
THE SKY IS THE LIMIT...
Your Pepsico onboarding journey begins here. But don't worry. We'll be with you, every step of the way.
My Onboarding Journey
Courses
Resources & Tools
Your Team
BEST PRACTICES
Learn about the tools and systems we use every day and our processes.
THE PEPSICO PRODUCT LINE
Learn about Pepsico products and where to get all the resources you need to sell our world-class product line.
SELLING THE PEPSICO WAY
Everything you need to know to be successful selling Pepsico.
GET STARTED!
Start your journey with this Pepsico overview and Meet the Team!
YOUR MENTOR
Sarah Westbury has been with Pepsico for over 13 years. She started in our sales support department and is now managing her own territory of over 43 stores.
Got a question?
Contact your mentor!
Sarah.Westbury@pepsico.com
203-555-1212 x1212
800-123-4567
PEPSICO
EXTERNAL RELATED LINKS
Lorem ipsum
Lorem ipsum
Lorem ipsum
Lorem ipsum
Lorem ipsum
EXTERNAL RELATED LINKS
Lorem ipsum
Lorem ipsum
Lorem ipsum
Lorem ipsum
Lorem ipsum
SOCIAL
Facebook
LinkedIn
YouTube

Measurement

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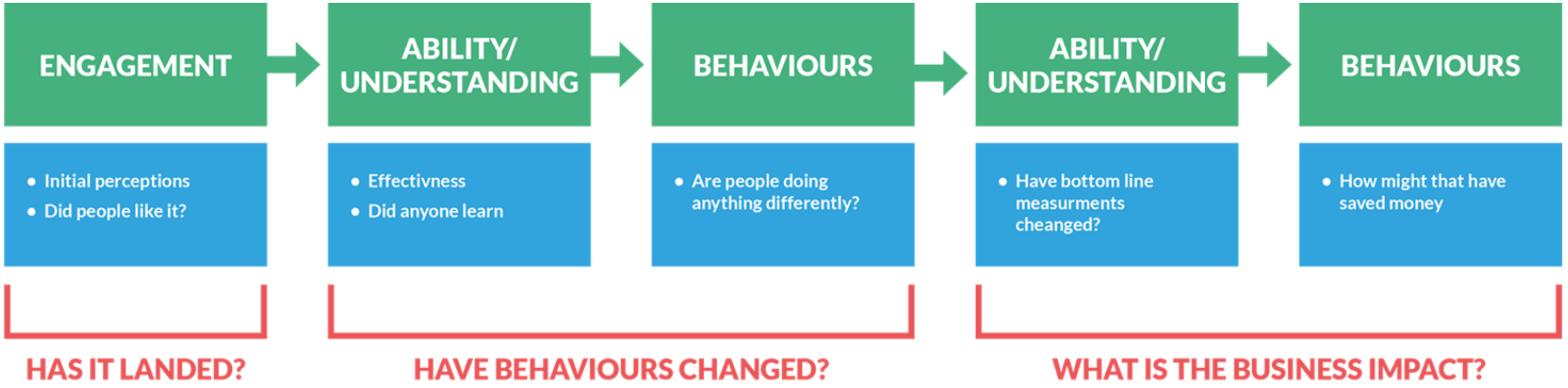
Measure

- Measurement means **justifiable**
- Measurement means **accountable**
- Measurement means **performance and improvement**

Measurement:
Chain of evidence



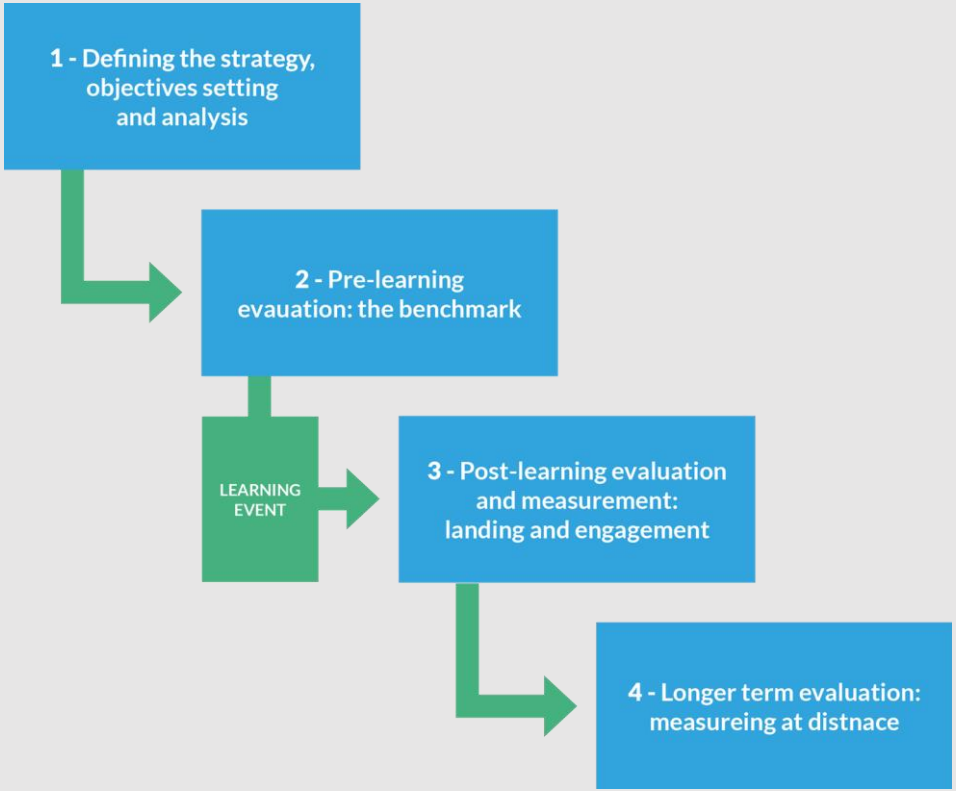
Measurement

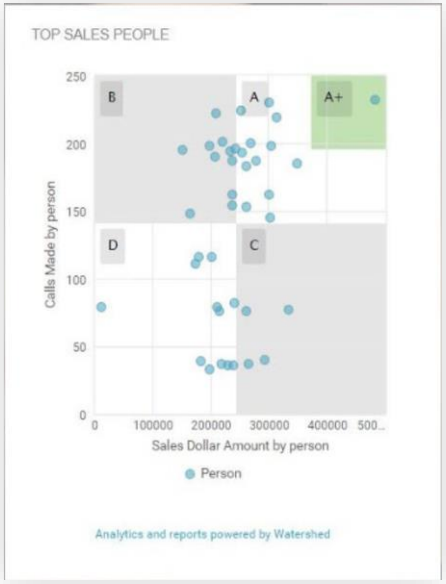
History of L&D Measurement:

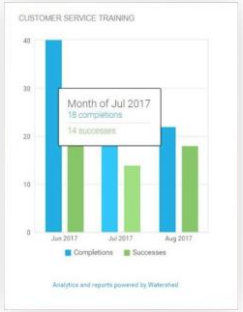
- Activity
- Skills and Mastery tests, etc.
- Has learning landed?
- Have learner behaviours changed?
- ROI & Business impact

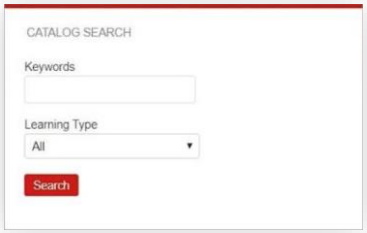
To measure impact:

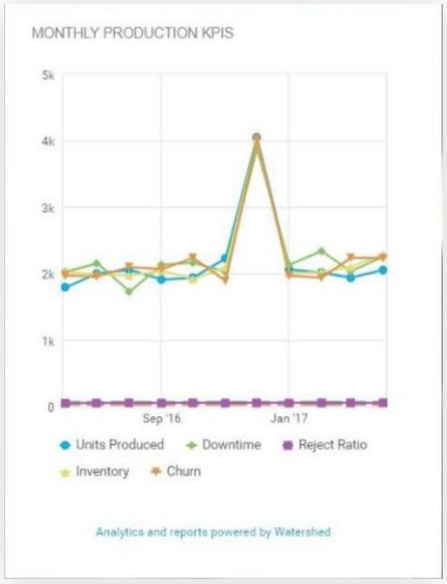
- Organizations must integrate and correlate operational data with learning data.

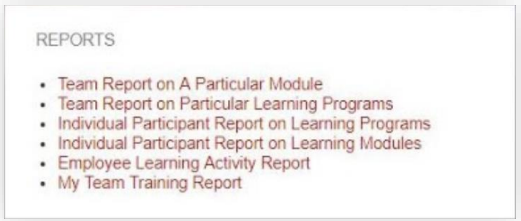



TOP SALES PEOPLE
B
A
A+
D
C
250
200
150
100
50
0
Calls Made by person
0
100000
200000
300000
400000
500...
Sales Dollar Amount by person
Person
Analytics and reports powered by Watershed


CUSTOMER SERVICE TRAINING
Month of Jul 2017
18 completions
14 successes
Jun 2017
Jul 2017
Aug 2017
Completions
Successes
Analytics and reports powered by Watershed


CATALOG SEARCH
Keywords
Learning Type
All
Search


MONTHLY PRODUCTION KPIS
5k
4k
3k
2k
1k
0
Sep '16
Jan '17
Units Produced
Downtime
Reject Ratio
Inventory
Churn
Analytics and reports powered by Watershed


REPORTS
Team Report on A Particular Module
Team Report on Particular Learning Programs
Individual Participant Report on Learning Programs
Individual Participant Report on Learning Modules
Employee Learning Activity Report
My Team Training Report

Integration Models

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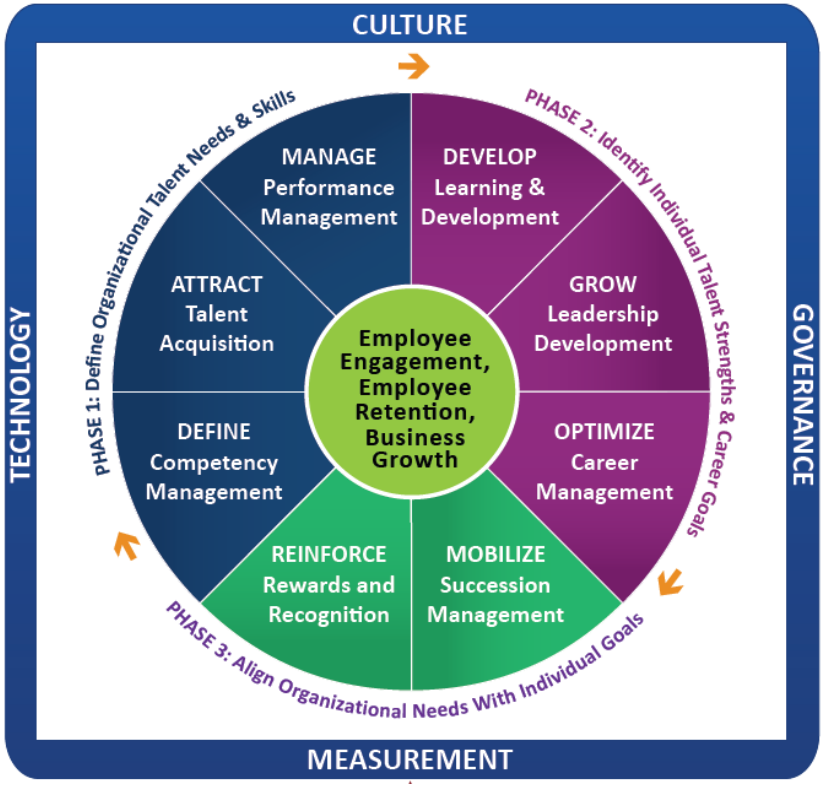
Talent Management Framework



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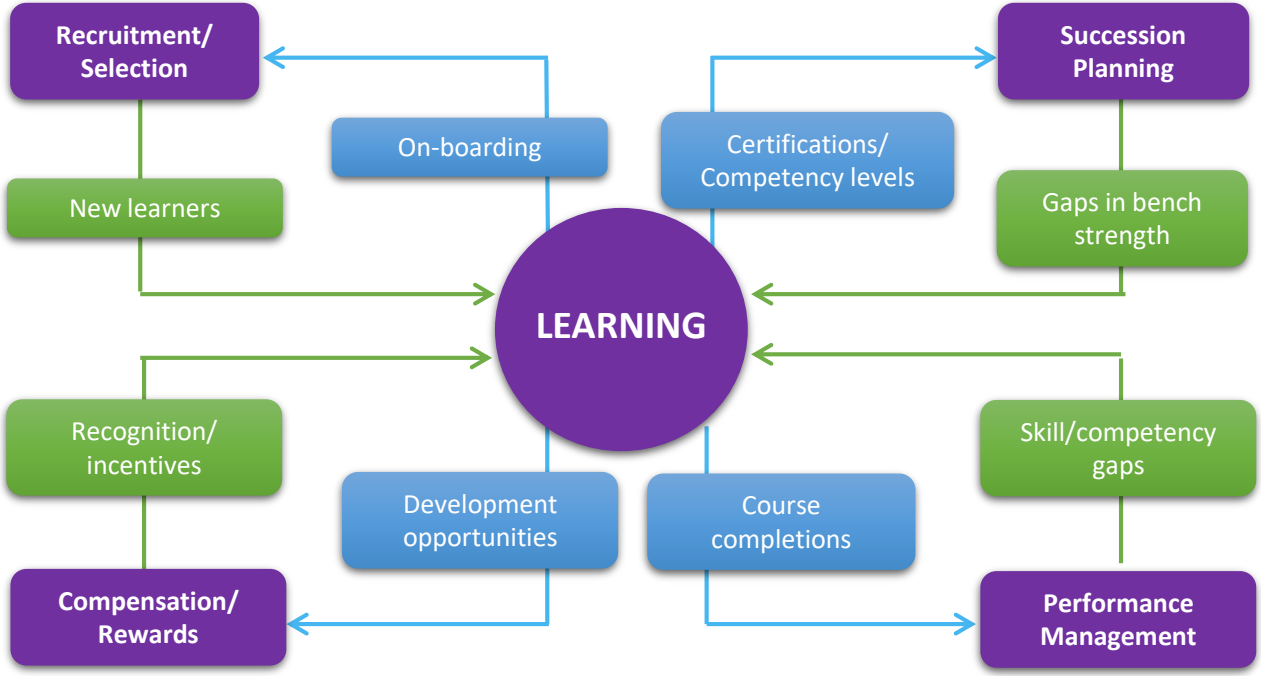
Learning at the Center



Considerations

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Simplify the starting point

Customizations

Many times, integrations involve customization.

- Be 100% sure of the need for customization
- Try hold off until most everything is in place
- Customizations often do not work with upgrades/updates
- Don’t get stuck!

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System Integration

Key Practices

1. Identify current and future system integration requirements.
2. Define what needs to be shared between systems (now and future).
3. Define how often shared items need to be updated.
4. Define the value of each connection (business goal for each connection).
5. Prioritize each connection and begin defining requirements (APIs, scripts, middle-data-warehouses).
6. Map table to table (where is the data held in each system), theory first.
7. Understand your vendor's experience integrating with each of these elements.

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Questions?

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Thank you

for joining us today!

If you have any additional questions, please email us at success@brandonhall.com.