Solution Provider Profile

TalentLMS Powered by Epignosis

November 2024

![talent lms logo]

Company At-a-Glance	
Name of Product/Offered	Epignosis LLC (Parent company of TalentLMS)
Headquarters	San Francisco, CA
Year Founded	2012
Geographic Coverage	Global coverage with a focus on North America, the UK, Canada, Australia and Europe
Top Customers	Pepsico, Panera Bread, Unilever, PwC, RosettaStone, Oracle, Amazon, Google, HarperCollins Publishers
Solution Name	TalentLMS
Website	talentlms.com

TalentLMS Solution Overview and Value Proposition

TalentLMS is a cloud-based Learning Management System (LMS) designed to empower organizations to create, deliver, and manage engaging and effective online training programs. TalentLMS caters to a diverse range of industries and organizations, from small businesses to large enterprises. The platform has solutions for employee training, onboarding, compliance training, sales enablement, customer education, and partner training.

Value Proposition

TalentLMS enables businesses to:

- **Enhance Learner Engagement:** TalentLMS recognizes that engagement is crucial for knowledge retention and skill development. The platform incorporates gamification elements, interactive quizzes, and personalized learning paths to create a motivating and enjoyable learning experience.

- **Streamline Training Management:** TalentLMS simplifies the administration and management of training programs. The platform's intuitive interface and automated workflows allow for easy course creation, enrollment, progress tracking, and reporting, freeing up valuable time for L&D professionals.
- **Deliver Personalized Learning:** TalentLMS supports adaptive learning and personalized learning pathways, tailoring content and recommendations based on individual learner needs and preferences. This ensures that training is relevant, impactful, and aligned with each learner's unique goals.
- **Drive Measurable Results:** TalentLMS's data-driven approach allows organizations to track learner progress, measure training effectiveness, and demonstrate a clear return on investment (ROI). The platform's robust reporting and analytics capabilities provide valuable insights into learner behavior and performance, enabling L&D professionals to make informed decisions and optimize their training strategies.
- **Ensure Scalability and Flexibility:** TalentLMS's cloud-based platform is designed to scale with the needs of organizations of all sizes. Its customizable features and integration options ensure that it can adapt to diverse business requirements and workflows.

Key Capabilities & Solutions

Platform

- **Intuitive Interface:** TalentLMS boasts a user-friendly interface that simplifies course creation, management, and delivery. The platform's drag-and-drop functionality and customizable templates empower even non-technical users to create engaging training content.
- **Course Marketplace:** TalentLMS offers a curated marketplace of ready-made courses on a variety of topics, providing organizations with a quick and easy way to deploy high-quality training content to their workforce.
- **Mobile Accessibility:** The platform is accessible on any device, allowing learners to continue their development journey anytime, anywhere.
- **Gamification:** TalentLMS incorporates game elements, such as points, badges, and leaderboards, to enhance learner engagement and motivation.
- **Personalized Learning Paths:** The platform allows organizations to create customized learning paths that guide learners through a structured learning experience.

- **Blended Learning:** TalentLMS supports blended learning approaches, combining online and offline learning activities to maximize learning effectiveness.
- **Integrations:** TalentLMS integrates with a wide range of third-party tools and platforms, including video conferencing, communication, and marketing automation solutions.

Features

- **Assessments:** TalentLMS's assessment tools enable organizations to measure learner comprehension and evaluate training effectiveness. The platform supports various question types, including multiple-choice, true/false, and essay questions.
- **Certifications:** TalentLMS allows organizations to create and manage certification programs, providing learners with a recognized credential that validates their skills and knowledge.
- **Reporting & Analytics:** TalentLMS's advanced reporting capabilities provide in-depth insights into learner progress, engagement, and performance. Customizable reports and dashboards enable organizations to track key metrics and demonstrate the impact of their L&D initiatives.
- **E-commerce:** TalentLMS's e-commerce features enable organizations to sell courses and other learning content online, generating revenue streams and expanding their reach to a wider audience.
- **Customizable Learning Paths:** The platform allows organizations to create customized learning journeys that guide learners through a structured learning experience.

Solutions

TalentLMS offers a range of solutions tailored to specific training needs:

- **Employee Training:** TalentLMS provides a solution for employee training and development, supporting onboarding, compliance training, skills development, and leadership programs.
- **Onboarding Training:** TalentLMS streamlines the onboarding process for new hires, creating a positive first impression and fostering a sense of belonging from day one.
- **Compliance Training:** TalentLMS's compliance training solutions help organizations meet regulatory requirements and industry standards, ensuring that employees are aware of and adhere to relevant policies and procedures.

- **Sales Training:** TalentLMS's sales training solutions empower sales teams with the skills and knowledge they need to drive revenue growth and achieve their targets.
- **Cybersecurity Training:** TalentLMS's cybersecurity training solutions help organizations educate their workforce on cybersecurity best practices and mitigate potential risks.

Industries

TalentLMS caters to a wide range of industries, including:

- Software
- Manufacturing
- Healthcare
- Consulting
- Financial Services
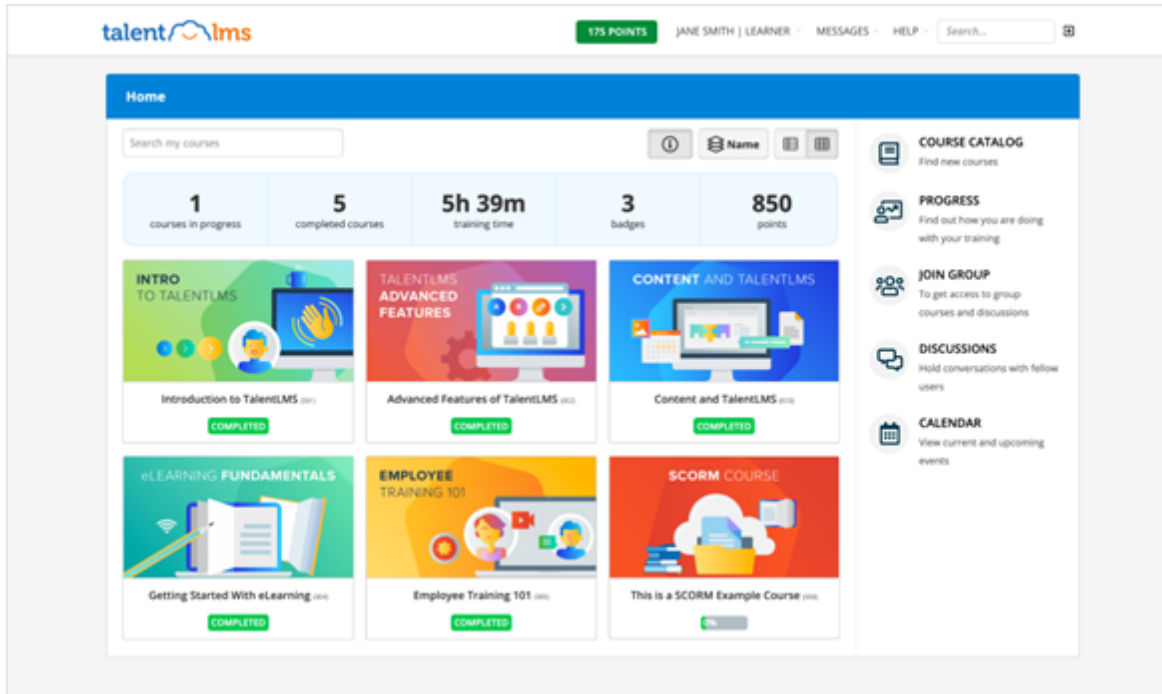
Screenshots

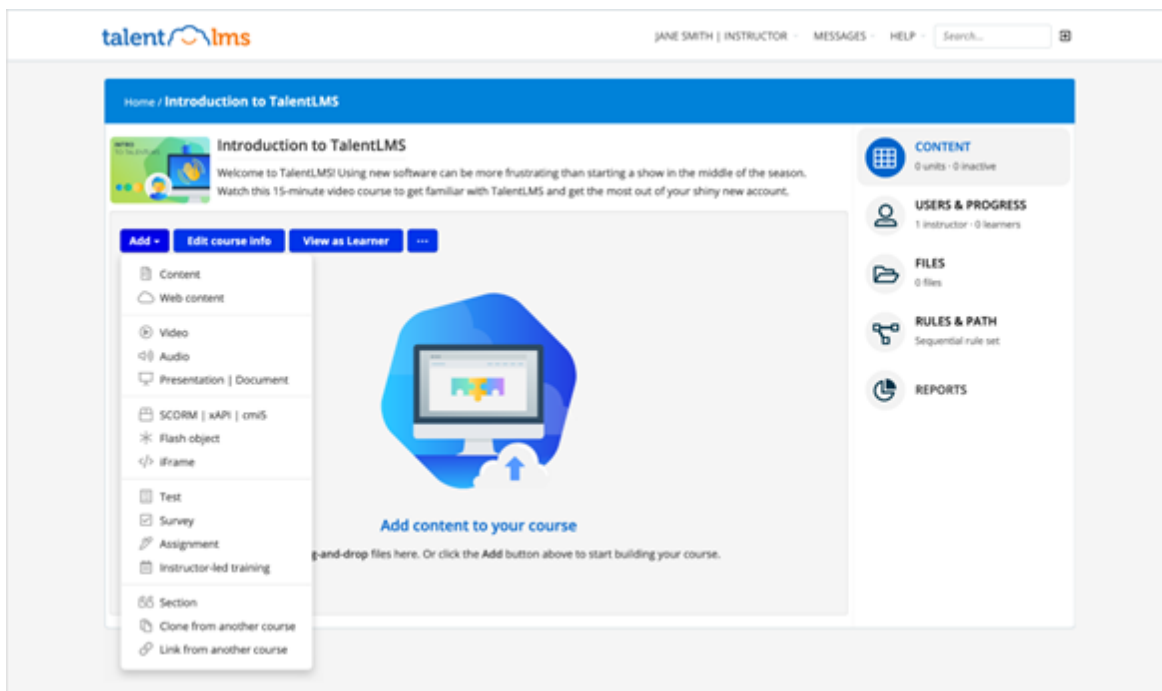## Figure 1: Learner Dashboard

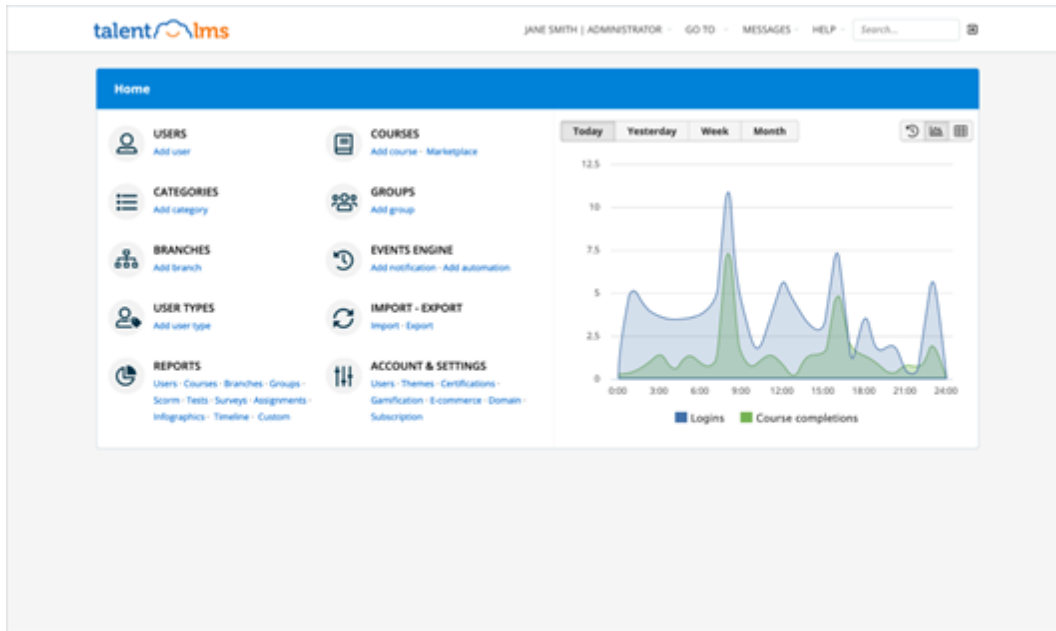## Figure 2: Instructor Course Creator

Figure 3: Learner View
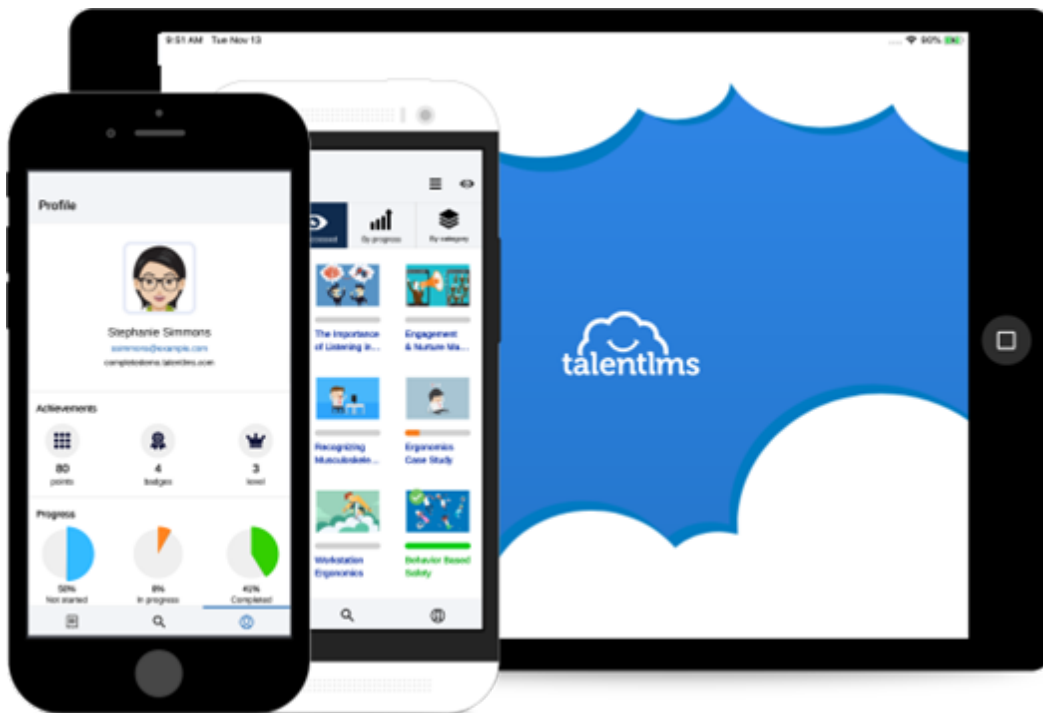

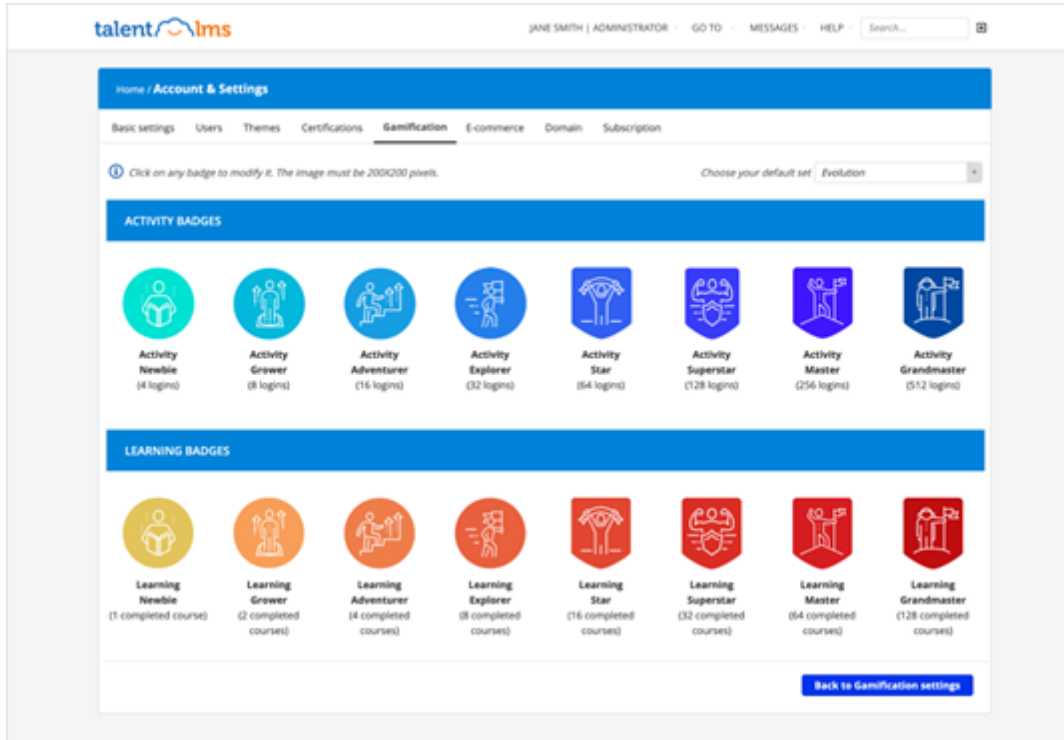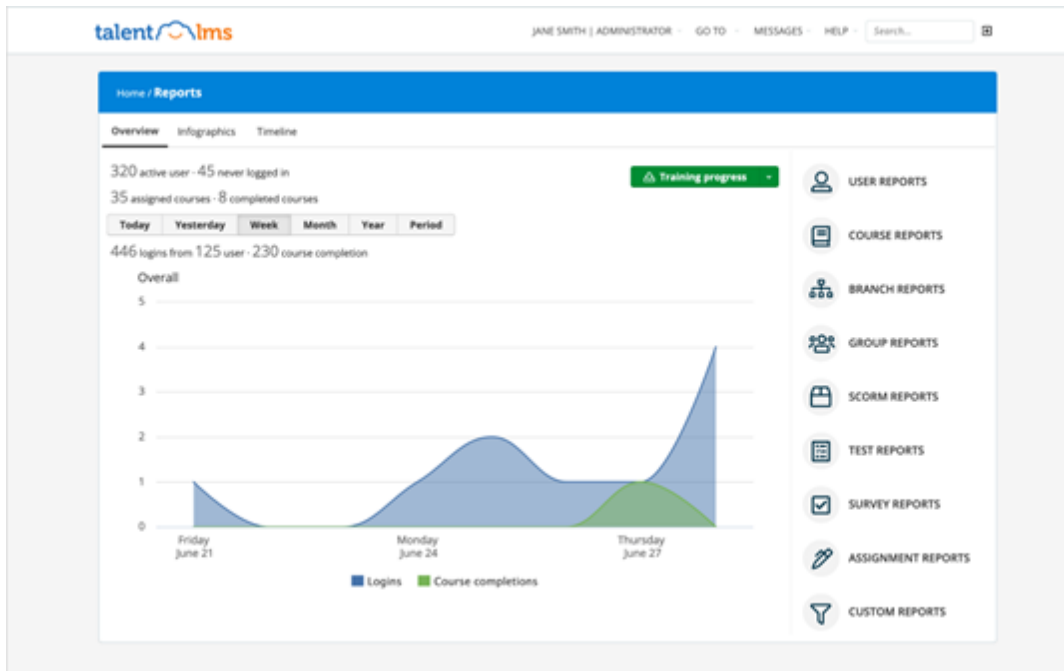**Figure 4: Mobile and Tablet View**

Figure 5: TalentLMS Gamification

Figure 6: Reports

All Screenshots provided by Epignosis (Parent Company of TalentLMS)

Analysis by Brandon Hall Group™

Situational Analysis

Many businesses struggle to implement effective training programs that engage learners, drive knowledge retention, and align with their specific needs and objectives. Traditional learning management systems (LMS) can be complex and costly, creating barriers to adoption and hindering the ability to scale training efforts efficiently.

Challenges to the Business

Organizations have had difficulty in leveraging traditional content sources and then delivering these content sources on an LMS that meets the needs of the new learner. Learner requirements have evolved quickly and their need for content that is relevant, accessible and highly interactive is more important than ever. In particular, traditional LMS platforms are not designed to fully support all the necessary learning modalities in a mobile environment.

Implications for the Business

Failure to address these challenges can result in a significant disadvantage for organizations. A disengaged and under-skilled workforce can lead to decreased productivity, missed opportunities, and an inability to adapt to market changes. Additionally, a lack of measurable impact can make it difficult to secure the necessary resources and support for L&D initiatives.

Questions to be Answered by the Business

To optimize their learning and development (L&D) strategies and foster a culture of continuous growth, organizations must address several key questions:

- How can the organization create engaging and effective learning experiences that resonate with its employees?
- What strategies can the organization employ to streamline training administration and reduce the burden on its L&D team?
- How can the organization ensure that its learning solutions are scalable and adaptable to support its evolving business needs?
- How can the organization cost-effectively deliver high-quality training programs?

TalentLMS as the Answer

TalentLMS from Epignosis is a cost-effective platform that includes all the features and functions organizations need to deliver impactful training without being complex or overwhelming.

The driving vision behind the platform is to make great technology simple to use and affordable. It fits in well with almost any ecosystem, supporting both in-person and virtual learning in whatever blend is right for the company. It has added AI-driven TalentCraft, which enables organizations to lay solid course foundations – or build complete courses – in minutes. They also offer integrations with video conferencing tools such as Zoom and Microsoft Teams.

Other features that make TalentLMS a solid choice are native iOS and Android mobile apps, visual data dashboards for reporting, gamification/badging and easy-to-build learner paths. The solution is completely configurable for creating unique experiences for different audiences and available for white-labeling to support company branding.

Beyond its core LMS features, TalentLMS provides a wealth of resources and tools to enhance the learning experience. Its curated TalentLibrary course marketplace offers ready-made courses on a variety of topics, allowing organizations to quickly deploy high-quality training content.

TalentLMS's commitment to customer success is evident in its extensive support resources and responsive customer service team. Whether it's through online documentation, webinars, or personalized assistance, TalentLMS ensures that organizations have the guidance and support they need to successfully implement and utilize the platform.

A standout set of features at this price point is complete support for extended enterprise learning. If a company needs to train customers, resellers or any other external learning audience, TalentLMS can support that with its configurability and eCommerce tools. TalentLMS also offers strong levels of customer support at any price level — even its free option.

For organizations that don't need an overly complex, unwieldy LMS to handle their needs, TalentLMS is an opportunity to have access to the features companies need without paying for a whole lot of stuff they don't.

Contribution Team:

Claude Werder, Michael Rochelle, Mike Cooke, Rachel Cooke, Roberta Gogos, Alan Mellish, Matt Pittman, Pat Fitzgerald

About Brandon Hall Group™

With more than 10,000 clients globally and more than 30 years of delivering world-class research and advisory services, Brandon Hall Group™ is focused on developing research that drives performance in emerging and large organizations, and provides strategic insights for executives and practitioners responsible for growth and business results.

Membership
Individual and Enterprise Membership options: Includes research assets, advisory support, a client success plan and more.

Professional Certifications
Self-paced certification programs. Virtual group sessions for companies. In-person conferences and summits.

Advisory Offerings
Custom research projects, including surveys, focus group interviews and organizational needs assessments for transformation, technology selection and strategy.

Excellence Awards
Three annual programs recognize the best organizations that have successfully deployed programs to achieve measurable results.

SOME WAYS WE CAN HELP

ENTERPRISE EXCELLENCE CERTIFICATION PROGRAM

Recognizes the best HCM programs that transform their organization and achieves breakthrough results. This designation is a step above the HCM Excellence Awards® which focuses on one program within a company. Enterprise Excellence is a hybrid of award winners who are also members.

SMARTCHOICE® PREFERRED PROVIDER PROGRAM

Uniquely places HCM service and technology companies at the top of organizations' consideration list of vendors. It adds an unmatched level of credibility based on BHG's thirty-plus years of experience in evaluating and selecting the best solution providers for leading organizations around the world.

AGENCY! BY BRANDON HALL GROUP™

Provides comprehensive marketing solutions for human capital management solution providers. We offer strategic services to establish a strong foundation for your marketing efforts.