



Develop Employees to Grow Your Company: Getting Started with Learning Management

From the BirdDogHR™ Employee Engagement Success Series

When employees are fully engaged with the company and where it is going, they are more likely to stay and their performance will continue to improve.

As is often the case, employees and employers can have different views of company initiatives like learning. While companies see it as a great opportunity, it's possible that your employees may see it as a negative. When not met with a good attitude, engagement can be extremely low.

Learning Management Cycle



Enhance Employee Engagement



Improve Workforce Productivity



Centralize Certifications & Compliance

EMPLOYER PERCEPTION

- Great Opportunity
- Time and Cost Saver
- Increased Performance

EMPLOYEE PERCEPTION

- Another "thing" to do
- Are they doubting my current skills?
- Corporate red tape — time waster

Getting on the Same Page

We know that, based on the recent study by Chris Zook of Bain & Company, **only 40 percent of the workforce knows about their organization's goals, strategies and tactics.** By using a Learning Management System (LMS), your organization can ensure that all employees know where the company is and where it is expecting to go in the future. By allowing the company to properly assess the development needs of employees, you can help them set performance goals and support them along the way. Knowing how their role and goals line up with what the company is striving to achieve will remove those negative learning perceptions and set the stage for a prosperous future.

By positioning learning as a means to get to that end of success for employee and employer alike, learners will become engaged and ready to take advantage of your new system and improve their performance at the same time. According to Gallup research, engaged employees can help your company grow profits as much as three times faster than your competitors.

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More LMS Benefits

Now that employees are engaged and ready to invest in themselves as an integral part of the organization, your company can fully utilize your system. Here are some of the key benefits and opportunities your LMS will provide you with:



Centralize Training and Effectively Manage It

An LMS will allow you to have all training materials, plans, assessments, resources and regulatory documents in one consolidated system. Not only is this a huge time saver, but it ensures that everyone is working off the most up-to-date content. Your LMS will also help manage your employees' training and be sure they have the skills they need to do the job and do it well. In addition, you'll be able to offer flexible training opportunities for employees on multiple shifts and/or in multiple locations.

Assure Regulatory Compliance

We know how important it is for your company to assure you are complying with the various regulatory requirements of your industry and to ensure your liability risk is as low as possible. An LMS will do just that by consistently delivering the training required and then assessing your employees' comprehension of the required material. You can quickly access reports to prove employee compliance as well as set up the LMS to automatically track renewal dates and notify employees of mandatory training.

Eliminate Excess Costs

Traditional learning comes with many associated costs. Think travel, accommodations, lost productivity, trainer costs, course materials, etc. An LMS will decrease these costs as well as those associated with the administrative process of making it all happen. True to the old adage "time is money," you'll save time over traditional learning as events can be organized and executed quickly, and then be reused.

Expedite Critical Business Processes

Whether it's new-hire onboarding, role-specific training or company-wide mandatory learning – everyone has those business processes that need to be done ... fast. Having an LMS allows these processes to be automated and available anytime they are needed without a lot of administrative setup and execution.



Develop and Deliver Training Fast

Having all training materials in one location with an LMS allows you to quickly update materials as you need to or even create brand new content quickly. This also allows you to make sure all of your content is up-to-date and relevant with little time spent getting it into the hands of your employees. And, with an increasingly mobile learning audience, having the content accessible through employees' tablets and smartphones makes sure the training is delivered fast.

Sharing Success

Working together doesn't have to be a difficult journey for your company this year. BirdDogHR™ is here to help you get on the same page with your employees and build a plan toward success. Using a Learning Management System is a great way to get started and will provide you and your employees with benefits and opportunities for years to come.

Whether you've never created a learning program before and need best practices or you're a training professional who wants to innovate and start using collaborative learning to drive skill mastery, BirdDogHR™ can help. We're ready to partner with you for talent management solutions specifically designed to engage your employees for company success. For additional information, send an email to: sales@birddoghr.com



BirdDogHR™ offers comprehensive talent management software and managed services — everything you need to guide the entire employee lifecycle. The cloud-based talent management system is straightforward and easy to use, so you can safely focus on implementing strategy — not learning new software or worrying it won't keep up with changing regulations. Managed services operate as an extension of your HR department and deliver the expertise and focus you need. Organizations can see ROI in effective growth management, bottom line results and compliance peace of mind. BirdDogHR specializes in high-consequence and government contracting industries because they have unique needs. Companies from other industries can use the BirdDogHR talent management solution — and they do — but the solution is built with the most rigorous compliance needs in mind. Visit us online at www.birddoghr.com