

Sage HRMS

Sage HRMS Learning Management by Cornerstone OnDemand

Deliver and Track Relevant Training for Business Impact

According to the U.S. Department of Labor, 60 percent of all new jobs in the twenty-first century will require skills that only 20 percent of current employees possess. In a marketplace increasingly characterized by shortages of available skilled talent, ensuring that your workforce is ready to meet your business objectives is imperative.

Sage HRMS Learning Management by Cornerstone OnDemand helps you optimize your talent by delivering highly targeted training of any kind—ensuring that learning initiatives are not randomly assigned but that they actively address identified competency and skill gaps and drive organizational productivity.

Today, people are accustomed to accessing meaningful information from a huge array of sources. The reality is that workplace learning happens continuously in lots of different ways. Your employees don't always care what form the learning experience takes. Instead, the idea is to be presented with relevant training and find ways to perform better on the job.

Sage HRMS Learning Management provides a single point of access to e-learning delivery, instructor-led training (ILT) administration, virtual classroom sessions, social learning, and content management. We've even preintegrated off-the-shelf e-learning titles from leading learning content providers.

We also know that compliance risk is real. Sage HRMS Learning Management includes tools to manage any kind of one-time or recurring certification or licensing requirements.

Sage HRMS Learning Management is part of Sage HRMS Talent Management by Cornerstone OnDemand, which is delivered as true multitenant Software-as-a-Service (SaaS).

E-Learning Delivery

A centralized way to access preintegrated e-learning titles addressing compliance requirements, professional development, sales training, management skills, and much more.

- Immediate access to learning titles from leading e-learning providers
- Adherence to SCORM and AICC standards
- Automated workflow, assignment, and tracking capabilities

Instructor-Led Training (ILT) Administration

Tools to manage absolutely everything around the administration of ILT.

- Event, session, and conference planning
- Vendor, instructor, facilities, and equipment management
- Automated registration and roster administration
- Advanced waitlist management and interest tracking

CHALLENGES

- How can I reduce the costs of delivering development programs?
- Is it possible to link training to performance measurement and organizational goals?
- What can be done to improve the reliability of our reporting and analytics for training programs?
- My organization is global and staffed with lots of contingent and remote personnel—how can I improve internal expertise location and networking?
- How do I accommodate the way the new generation of employees expect to learn?
- How do I get and keep the right talent?

Transcript: Maria Albert
Use the transcript to manage all active training.

Title	Type	Due Date	Status
Onboarding Curriculum for New Hires	Curriculum	None	In Progress
Achieving Your Highest Priorities (Starts 11/1/2011)	Session	12/1/2011	Registered
Essentials of Leadership (Starts 11/29/2011)	Session	None	Waitlisted
Code of Conduct 4.0	Online Class	7/23/2011	Registered / Past Due
50 State Anti-Harassment Training for Employees (Includes Simulation)	Online Class	None	Completed
Applying Leadership Principles 1: Developing Critical Leadership Skills (Includes Simulation)	Online Class	9/15/2011	Registered / Past Due
Careful Communication 4.0	Online Class	8/30/2011	Registered / Past Due

Virtual Classrooms

All the benefits of interactive personalized training without the high cost of travel and associated expenses. Cornerstone has integrated WebEx, Microsoft LiveMeeting, and other providers.

- Seamless launching of virtual session from Cornerstone
- Employee self-registration and automated email reminders

Learning Content Management System (LCMS)

LCMS capability for authoring, publishing, and deploying media-rich content. With preloaded templates as well as test, assessment, and survey tools, you can design customized courses without any programming knowledge.

- Content authoring and preloaded templates
- Publisher tools to load your own content
- Test and assessment development (with multiple question types, item analysis, automatic scoring, and more)

Connect Social Networking

Connect offers a complete Enterprise 2.0 platform to drive social learning, professional networking, and meaningful collaboration. Bring the conversations and idea-sharing that your employees are having in external communities under your control.

- Rich user profiles
- Blogs, wikis, and discussions
- Rate and share content

Compliance Management

Cornerstone reduces risk and administrative costs by automatically tracking one-time or multiyear certification requirements and regulatory requirements.

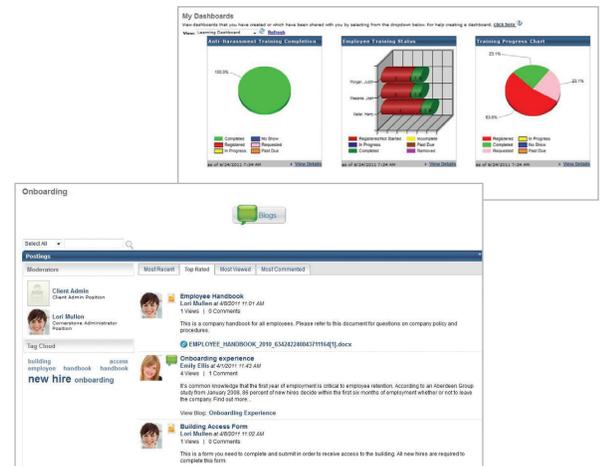
- Custom, one-time, or ongoing compliance programs (any kind of certification, license, CPE)
- Include complex workflows such as grace periods and variable renewal rules
- Automated reporting and reminders

FEATURES

- e-Learning Delivery and ILT Administration
- Virtual classroom integration
- Content management (LCMS)
- Social learning through Community Building
- Compliance/certification management
- Seamless integration with other Cornerstone platforms

BENEFITS

- Increase Return On Employee Investment (ROEI)TM by increasing productivity and lowering employee turnover rates
- Deliver targeted training to close skill gaps
- Enable high-impact social learning
- Reduce risk with better compliance management
- Lower administration costs
- SaaS means no software to install or maintain



Use powerful visuals to make sense of training and development data.

About Sage HRMS

As the longest-running HRMS solutions provider, Sage delivers flexible, scalable, and comprehensive tools to help you automate and improve your business processes and produce the information you need to better manage your workforce. Unlike other systems, the Sage HRMS solution combines low cost, ease of use, and the ability to dynamically share information with executives, managers, and others both inside and outside your organization. Sage HRMS is comprised of HR, payroll, benefits, training, and compliance solutions developed specifically for midsized businesses. Its flexible design provides a comprehensive array of features and the powerful reporting and analysis capabilities needed to efficiently manage your workforce.