



OPTIMIZE YOUR GLOBAL ORGANIZATION'S  
LEARNING MANAGEMENT STRATEGY SOLUTIONS



## A Need for Learning Management Performance & Sustainability

For many global Life Sciences companies, fast growth has resulted in an expansion of learning management processes and systems, impacting new product lines and new teams of employees. As companies grow, there is an impetus to create a systematic approach to learning and development that includes strategy & governance models, and a holistic perspective of the learning management infrastructure. In many cases, companies may see the inefficiencies of multiple processes, multiple systems, and even some business divisions that still rely on a paper-based process to manage and record qualifications and employee development. Such disparate learning management processes raise risks of regulatory scrutiny, but also prevent the organization from developing a single, sustainable vision for a high-performing culture.



### Questions that Executives are Posing About Learning & Development Processes and Systems:

Is our learning management and employee development vision being fulfilled by our current strategy, processes and systems?

How can we move our employees from trained to competent?

How can we tie learning & development to performance, driving a higher bottom line?

How can we harmonize and simplify training and development globally?

What requirements and functionality do we need from a LMS?

Can we reduce costs and improve efficiencies by consolidating departmental LMS's into a single platform?

Can our LMS grow as our company expands into global regions?

Can our LMS accommodate new learners and historical data following an M&A?

Are we capturing the proper competency and development data that fosters employee retention and professional growth?

## UL's Learning Management Strategy Program

More than 400 companies trust UL experts to help their teams build their learning management strategies. We have worked on all aspects of learning management, from crafting a governance model to consolidating data into a single learning management system.

This experience includes in-depth knowledge of our own proprietary, web-based learning platform, ComplianceWire®, but also includes experience with other leading learning

management systems. We recognize that many companies have talented learning management and content professionals, and our experts help extend the value of this team by bringing our experience in strategic roadmapping, training matrix development, process simplification/globalization, data migrations, systems validation, and much more.

With our team working alongside your internal experts, your company gains the ability to optimize existing learning

management processes, practices, content and systems. This means that clients who work with UL experts gain access to best practices that have been incorporated into other companies within the Life Sciences industry. Our expertise is based on dozens of successful projects, in which our clients improved their learning culture, their learning efficiencies, and, above all else, their bottom line.

## Program Elements

### Assessment of Current Learning Management Strategy

Before we recommend an approach for your organization, we will assess your existing learning management program, organizational design, role-based employee development, use of technology for record keeping, content, training/onboarding process, and program governance.

Content for training and approaches to development can be simplified across all regions, and functions to deliver return on investment. Systems/ platform related support, including but not limited to optimization, validation, integration with other systems and data migration services, can also be provided.

## MOVING LEARNING MANAGEMENT TO THE CLOUD

66% of companies seeking to replace their learning technology would prefer a “cloud-based system.”



## WHAT UL WILL DELIVER

Current Assessment of Strategy/Approach

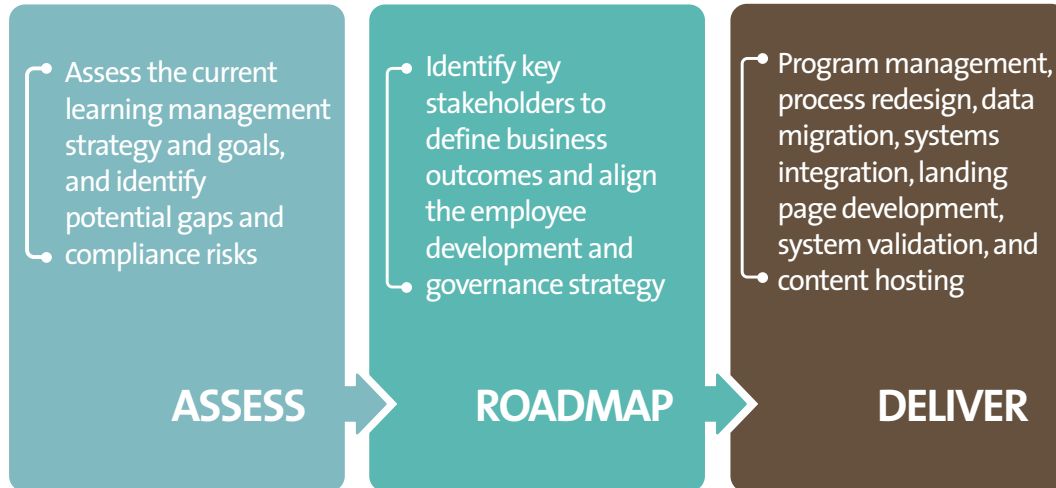
Aligning Processes/Content to Objectives

Needs & Requirements Gathering Sessions

Recommended Operational Strategy

Learning Management Strategy Implementation

# LEARNING MANAGEMENT STRATEGY SOLUTIONS



## Our Approach

To conduct the assessment of your existing Learning management strategy and processes, we work with your team using a consultative approach.

In our information gathering session, we review information, conduct interviews of key stakeholders within the Learning & Development organization.

From this session we will build a strategy, along with a tactical and actionable plan to implement the strategy and then deliver on the plan.

## ACHIEVING BUSINESS GOALS

After implementing a new learning management system, 40% of companies saw an increase in revenue, 53% saw an increase in productivity and engagement, 26% saw a decrease in cost and 16% of companies saw a decrease in turnover rate.<sup>2</sup>





### **Implementation of the Learning Management Strategy**

Once the operational roadmap for Learning & Development has been shared with your organization, UL experts can also support your teams with the implementation of the strategic plan.

This can include all activities such as organization & process redesign for optimal performance, cultural transformation, systems implementation for record keeping, training & content development, delivery.

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## THE RISE OF THE LEARNING EXPERIENCE PLATFORM

A platform that provides learning management and content, or a “learning experience platform” is sought by experts to become a disruptive force throughout corporate learning.<sup>3</sup>









## *Fulfill Your Learning Management Vision and Drive Higher Performance*

Contact UL today to learn more and to take the first step in transforming your learning & development function. Contact any of our local offices:

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References:

- 1 Source: Bersin by Deloitte, HR Technology Disruptions in 2016: How the World has Changed, 2015
- 2 Source: Brandon Hall, 2015 State of Employment Value Proposition Study, 2016
- 3 Source: Bersin by Deloitte, HR Technology for 2016: 10 Big Disruptions on the Horizon

## About UL Compliance to Performance

UL Compliance to Performance provides knowledge and expertise that empowers Life Sciences organizations globally to accelerate growth and move from compliance to performance. Our solutions help companies enter new markets, manage compliance, optimize quality and elevate performance by supporting processes at every stage of a company's evolution. UL provides a powerful combination of advisory solutions with a strong modular SaaS backbone that features ComplianceWire®, our award-winning learning and performance platform.

UL is a premier global independent safety science company that has championed progress for 120 years. Its more than 12,000 professionals are guided by the UL mission to promote safe working and living environments for all people.

For more than 30 years, UL Compliance to Performance has served corporate and government customers in the Life Science, Health Care, Energy and Industrial sectors. Since 1999, under a unique partnership with the FDA's Office of Regulatory Affairs (ORA), UL has provided the online training, documentation tracking and 21 CFR Part 11-validated platform for ORA-U, the FDA's virtual university. Additionally, UL maintains exclusive partnerships with leading regulatory and industry trade organizations.

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