

LMS Implementation and Rollout – Leading Real Estate Company



Successful implementation of a SaaS-based LMS boosted employee engagement for close alignment of talent to business needs and objectives



Client

One of the largest US-based Fortune 500 real estate company with business units across the globe – 40,000+ employees, and \$38 billion+ revenues

Objective

- Implement SaaS based SAP SF LMS Module
- Provide training access to 100% of employees spread across the globe
- Support delivery and tracking of all available professional development and compliance programs



Transformation Achieved

- Enabled latest Cloud-based SF LMS functionality across the organization while retaining legacy functionality, current and historical data, schedules & reporting
- Phased deployment - Release 1 with a 15 K user base and Release 2 with 25K employees (employee data sourced from myHR and PS ELM -NAM, EMEA, and APAC regions)
- User, organization and learning data (including manual data) consolidated into the LMS data feed file; mapped with legacy LMS to SF LMS to have all the data at a central location
- Third party integration achieved with PeopleSoft HRMS, HMM and Essential Skills as part of Release 1 (all other integration as part of Release 2)
- Release-1 Existing virtual learning (WebEx) capability integrated with the new LMS (Release 1); Adobe Connect integrated with LMS (Release 2)
- English, Polish, Chinese traditional and English UK installed for 15000 users (Release 1); All other language packs in Release 2 for the rest of the users.
- Role Based permissions provided with single sign-on authentication through existing portal / infrastructure



Benefits

- Boost in employee engagement through enhanced user experience in the latest SaaS-based learning platform
- Alignment of learning, performance and talent development to business needs
- Consistent learning programs across the organization
- Real-time and high standard learning platform for all employees