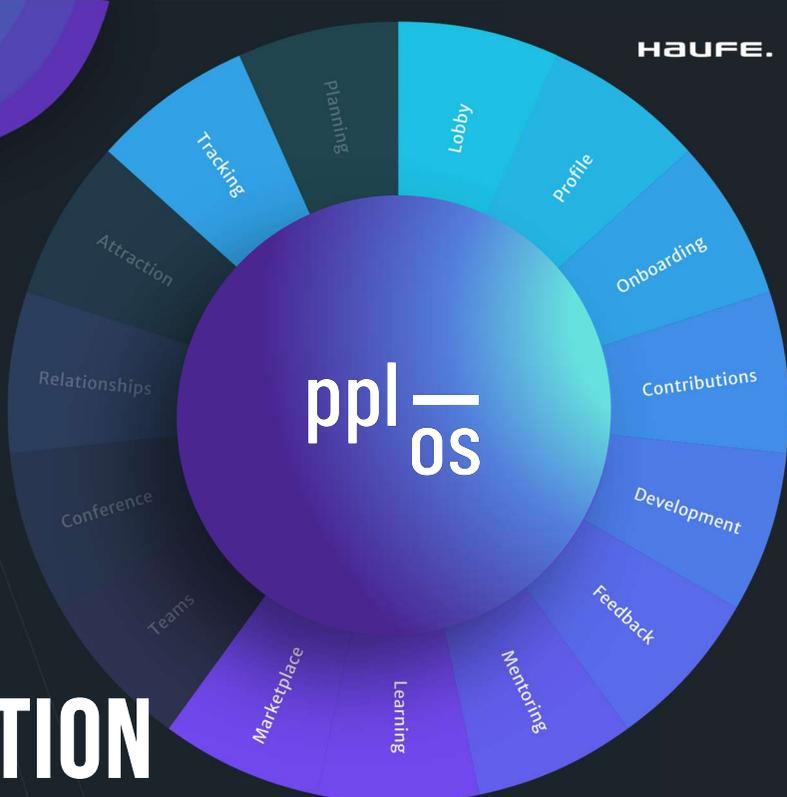


Solution Package

LEARNING ORGANIZATION



Learning organizations accept changes and continuously tackle the market's challenges. That means a Learning Organization stands out by recognizing opportunities and risks in time, and responds with the right structures to be able to seize those opportunities and avoid those risks.

Components	Description	Top Features
Marketplace	As a project and initiative platform, the Marketplace acts as the central communication interface, where users can actively engage with project- and activity-related learning content and start learning on the job through appropriate project assignments.	<ul style="list-style-type: none"> Projects Jobs Employee Recommender
Lobby	The Lobby displays individually relevant content to stay in frequent contact with each employee. Individually relevant learning content can be distributed through this channel in real time and in response to the employee's needs.	<ul style="list-style-type: none"> Notification Center Dashboard Quickstart
Profile	Profile information is analyzed so that employee profiles are assigned to strategic projects and displayed to the owner as appropriate matches. Learning content and activities are suggested to users based on their profile.	<ul style="list-style-type: none"> Skills Aspirations Personal Brand
Onboarding	Long onboarding times hinder performance, since adaptive approaches require quick role changes and seamless transitions from task to task. From the very beginning of the onboarding process, contextually-focused learning content is a driving force for its success.	<ul style="list-style-type: none"> Preboarding Onboarding Reboarding
Contributions	Individual contributions and goals are a key driver for taking advantage of contextually-relevant learning content. Learning only what is relevant to one's role is outdated in today's agile workforce – instead, task- and project-related learning are a factor for successfully training employees.	<ul style="list-style-type: none"> Individual Contributions Team Contributions Contribution Navigator
Development	Personal development goals and individually-relevant learning content and project assignments must be understood as being closely linked. This is the only way to achieve successful learning opportunities that go hand-in-hand with the company's strategy.	<ul style="list-style-type: none"> Development Goals Development Talks Development Tracker
Feedback	Through regular, structured feedback from all levels of the organization, employees can benefit from appropriate learning programs which target their strengths and weaknesses.	<ul style="list-style-type: none"> 360-degree Feedback Instant Feedback Dynamic Feedback
Mentoring	Formal learning is a key pillar for personal development in almost every company. But employees can only learn successfully when this is combined with valuable peer-to-peer dialog, like mentoring.	<ul style="list-style-type: none"> Mentor Recommendations Engagement Workflow Mentor Rating
Learning	Digital learning content and activities are directly suggested to employees from a perspective of strategic initiatives and objectives. This means learning activities are directly related to company strategy.	<ul style="list-style-type: none"> Just-in-Time Learning Learning Nuggets Semantic Web
Teams		
Conference		
Relationship		
Attraction		
Tracking	Searching for talent is a marathon, not a sprint. Both externally and internally. In a learning organization, it is clear who the experts are for each strategically relevant theme.	<ul style="list-style-type: none"> Hiring Manager Cockpit Recruiter Cockpit
Planning		