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Why buying a Learning Management System?

How could an LMS help to improve the convenience and efficiency of your training program?

There are several reasons why an organization, big or small, could benefit from buying a Learning Management System. Let's find out the seven main reasons!

1. Saving time and money
All types of business training need an expense, but e-Learning training is more convenient than classroom training. Classroom training requires the interruption of work activities of entire company divisions for a few hours, sometimes whole days. In addition, the reprogramming of the course in the classroom is now routine to buffer any recovery needs. With an LMS, on the other hand, the training budget no longer includes service and infrastructure costs, "production downtimes" are reduced to a minimum and non-compliance and recoveries for non-compliance are more easily controlled.

2. Personalized training on time
Training requirements vary over time, your business expands, you must keep up with current regulations or identify gaps that need to be filled immediately. One of the advantages of LMS is that it can host online training courses that are always up-to-date with new health and safety rules and regulations. We also consider that, in large companies, the rate of new hires may require a monthly training schedule. Furthermore, already trained employees require annual refreshing courses. These are often organized monthly to reconcile individual work anniversaries.

3. Flexible training
Thanks to the possibility of remote access of LMS, every employee can take the courses in a totally flexible way (anywhere and at any time, using a variety of devices such as smatphones, tablets and computers). These possibilities increase productivity by giving employees autonomy in managing their training programs. There are two further advantages related to online training via LMS: the employee can interrupt the training session online without losing its progression of use of the course (this flexibility allows to advance in the use of the course through small steps, optimizing dead times); secondly, the employee can access the training materials online several times (this favors continuous reinforcement).

4. Personal fruition statistics
When employees have control of their training programs they are more likely to complete online training. Monitoring of LMS metrics is simple and accurate, even in accordance with specific laws, policies or regulations. An additional datum that can be monitored is the time that each individual uses in the fruition of the LMS.

5. Statistics of satisfaction and perceived effectiveness
After employees have followed online training, monitoring the evaluation through their LMS can be a valuable source of information on the effectiveness of the online training course. How to monitor? A good idea is to conduct a quick online survey through LMS, asking for direct feedback to the participants.

6. Talent Retention
An efficient LMS can help you retain the best talent in the company. To do this, prepare a broad base of online training materials focused on specific knowledge for professional growth and improvement of soft skills. The transversal skills will be divided into two categories: self-management (eg stress management, problem solving) and personal skills (eg team work, public speaking, leadership, negotiation, networking). By implementing online training courses to improve these skills, employees will grow and become more productive.

7. Distribution of company training
Learning management systems also enable online training resources to be provided to external partners, such as distance sales teams and even consumers. For example, you can provide (online) affiliates with all the resources they need to train new hires in full compliance with company policies. Or you can give customers access to online product demonstrations and training tutorials so they can make better purchasing decisions, improving consumer loyalty and trust.

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