



5 SIMPLE STEPS TO SUPERCHARGE YOUR LMS IMPLEMENTATION

You've taken the plunge – the search is underway to find the right learning management system (LMS) for your team or for your company overall. But, will your choice be the right fit? Will implementation run smoothly? Will learners use and love the software?

If due diligence hasn't been done, the answer to all of these questions is likely "no". But it doesn't have to be this way. With a little bit of planning and preparation, a successful LMS implementation is within reach!

Below, we've compiled 5 actionable steps to help you supercharge your LMS implementations:

1. GET LEARNERS INVOLVED EARLY

Your LMS will only be as useful as your users' willingness to use it. As you evaluate vendors, get a cross-functional team within your organization involved. Bring in the usual suspects – human resources, finance, IT, of course – but also involve the people who will be using the LMS – the learners. As you assess vendors, have end users demo and experience the software themselves. Whether they love it or hate it, their feedback will prove invaluable when it comes to making a final decision.

2. MAKE GREAT UX A PRIORITY

Engaging your users requires great UX. Designing great UX is predicted on real feedback and insight from users. This design thinking feedback loop is at the core of creating real benefit for LMS users. Asking questions like "is the platform intuitive?", "is it easy to use?", "does it leverage known web user interface (UI) conventions?", and "do users require training in order to be trained?" all help inform the user's overall impression of the product. Bottom line: a learning platform can provide a wealth of functionality and integrations, but no matter the value of the LMS, users must want to adopt it in order to generate return on the investment.

3. GET AHEAD OF THE CURVE

We find many LMS solutions on the market that offer just enough: integrations with content providers, a decent user experience, effortless rollout. But, what's their long-term vision – where is their product roadmap headed? Have they embedded machine learning and artificial intelligence capabilities into their product roadmap? Have they established personalized learning paths as part of their vision? Do they enable L&D leaders to track skills and capabilities? Like any great enterprise software solution, a great LMS has to both serve the needs of users today, and anticipate the future needs of users in the coming weeks, months,



and years. When you're implementing your LMS solution, keep your eyes on the horizon – don't look solely at what the vendor offers today but what user needs the vendor is anticipating and planning for *tomorrow*.

4. EMPOWER ADMINS TO DO MORE

LMS administrators have enormous capabilities, but are too often inundated with repetitive tasks like assigning courses to learners and managing course completions. Herein lies great untapped potential. Admins could be designing better L&D strategies, finding better course content, and personalizing learner paths to ensure that individuals are doing their best for the organization, and that the organization is doing its best for its employees. A good LMS – especially one that leverages machine learning to automate otherwise repetitive and mundane tasks like assigning courses to learners – will free up time for admins to do what they ought to do best: provide learners with the best possible circumstances and conditions to make their experience with the organization a success.

5. MAKE GOOD CONTENT CONNECTIONS

We have said that user experience is a significant part of driving success in an LMS rollout, but we cannot forget that an LMS is simply a learning platform. In other words, it's

only one side of the LMS/Learning Content coin. Content can be developed internally, provided by third-party content authoring tools, or delivered through integrations with content providers like [Lynda.com](https://www.lynda.com). While the content is provided and delivered through the LMS, an LMS is not – in almost all cases – a content provider. It is simply a platform through which content is purveyed to learners, through great content integrations. So discuss this topic early as you evaluate vendors.

**EXPLORE WHAT'S POSSIBLE
FOR YOUR ORGANIZATION
WHEN YOU LEVERAGE A
POWERFUL LMS TOOL. START
YOUR FREE TRIAL TODAY.**

FREE TRIAL

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