10 WAYS TO SAVE YOUR COMPANY FROM BORING LEARNING

THE BEST RUN **SAP**

10 Ways to Save Your Company from Boring Learning

What's one of the top tricks to keep learners engaged (i.e. not bored) in training? Great content!

The good news is that you don't need to create it yourself. With SAP Litmos Training Content, you'll find a broad, ever-growing library of courses to support your organization's learning programs.

Here are 10 different ways that SAP Litmos customers have maximized the use of off-the-shelf content. They may give you some good ideas on how to save your company from boring learning, too.

01

Skill of the month campaign
As used by Travis Perkins

Travis Perkins runs a Skill of the Month campaign using SAP Litmos Training Content.

What is it? Each month, every employee is encouraged to focus on a particular skill. It might be Decision-Making Month, Customer Service Month, or Health and Safety Month. Content is then released to support each Skill of the Month and continually upskill the workforce in valuable areas.

To use a monthly campaign like this, just follow these easy steps:

Week 1

Announce your Skill of The Month! Ensure learners know that the course is available and promote it using the trailer video, course description, and images.

Week 2

Publish the infographic, workbook, or your own overview as a reminder of the benefits and importance of the course. Set deadlines on any homework.

Week 3

Hold one-to-one meetings with managers, run webinars or host lunchtime sessions to discuss the topic and how it has helped employees achieve that month's featured skill.

02

Training content for team success
As used by JD Sports

For JD Sports, getting managers together in a classroom is expensive. To cut back on the total cost of training, they ask all delegates to take the eLearning course in SAP Litmos Training as a precursor to the live event.

This means that everyone starts the live course at the same level and can move forward at a quicker pace. They get more value out of the instructor's time and take advantage of workbooks to increase retention.

Tip:
Look into National Awareness Months and support your employees with content and activities that reflect what's going on in the world!

03

Manage a backlog of training requests
As used by Royal Mail

Large companies manage thousands of requests to attend training, but these in-person classes may not always be available when they're requested. Instead of adding learners to a waiting list for a classroom session or workshop, Royal Mail gives them the opportunity to gain subject knowledge on their chosen topic by taking eLearning courses.

This method is effective and popular, and can deliver cost savings because you might not have to roll out the classroom session at all if enough people do it online. It also gives employees multiple options for learning, which can teach you a lot about their preferences.

04

Handling PDR outcomes
As used by Net-A-Porter

During one-to-one Professional Development Review (PDR) meetings, issues are often raised and training requirements identified. Having a library of courses available to address those skills gaps provides a fast and low-cost solution. Net-a-Porter relies on SAP Litmos Training Content to prescribe training without having to create new courses on their own.

Tip:
Create space for learning recommendations for learning on your performance review document. Managers can then suggest courses based on their teams' personal objectives.

05

Blending learning methods
As used by Boeing

Boeing needed a way to liven up classroom training and chose SAP Litmos Training Content video-based courses to get across key messages. The videos stimulate learners and serve as prompts for discussion for managers looking to increase participation in training.

Tip:
Make sure your trainers and facilitators leverage all available content types and resources to add variety to classroom training.

06

Increasing user engagement
As used by Specsavers

Specsavers was deeply committed to their learning management system (LMS) as central to delivering their organizational development strategy. The real challenge, however, wasn't a software implementation; it was winning over the hearts and minds of personnel and encouraging the right behavior to create a learning culture.

They used a "content is king" philosophy to draw learners into courses, giving them interesting, relevant, useful information that made them want to come back for more.

Specsavers saw a 60% increase in traffic to their LMS and in course completions.

07

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Incentivizing learners
As used by Mott Macdonald

As part of their Learning Content launch plan, Mott MacDonald ran an incentive campaign that promoted certain courses, measuring uptake and rewarding staff for their levels of engagement with SAP Litmos chocolate bars! Sometimes you just need to do what works, no matter how simple or how tactical!

**Engagement increased by an outstanding 346%.**

08

Getting interactive
As used by Virgin Media

Using different interactive mediums to share content has proven very successful for Virgin Media. For example, they host Live Lounge sessions in webinar format to focus on management topics for their Leadership and Management Program.

They use SAP Litmos Training Content during the Live Lounge sessions to create talking points around topics such as decision-making and unconscious bias.

11
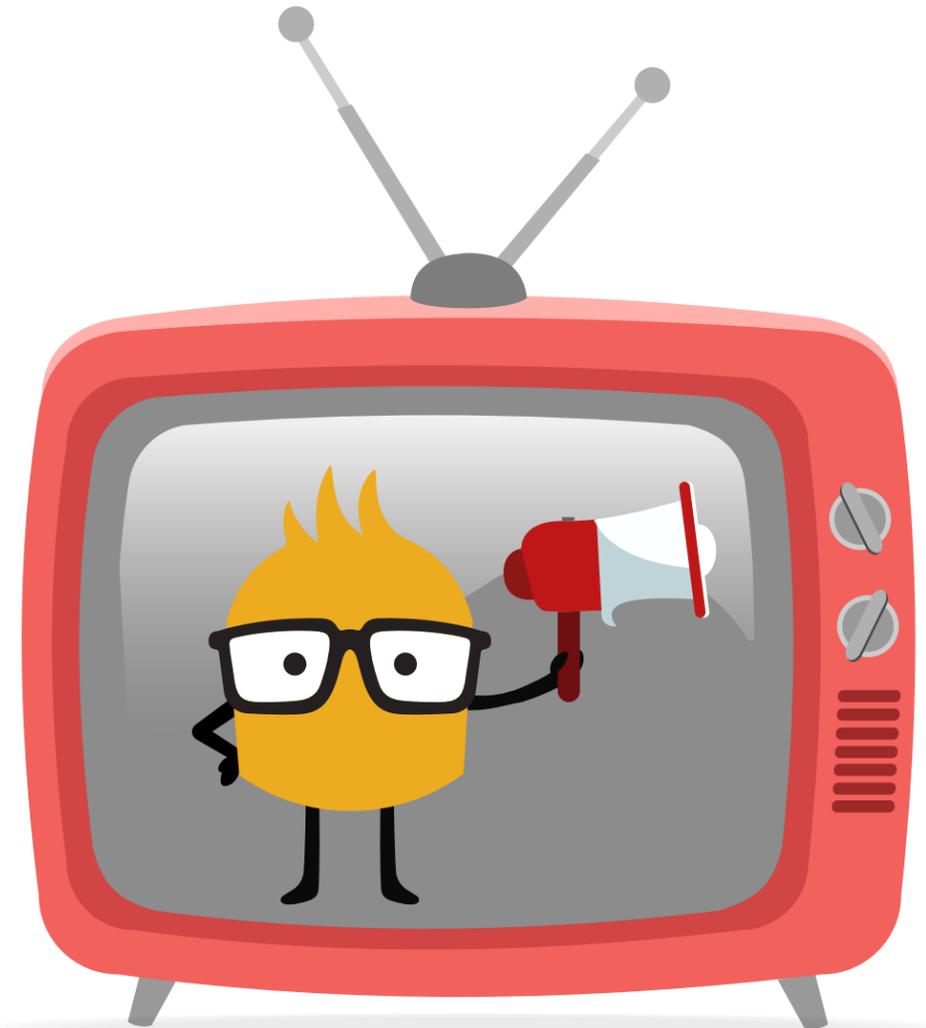
09

Learning Socially
As used by Mott Macdonald

Learning can be fun! And it can be sociable! If you have an internal social networking tool, this is a great platform to promote new content, share trailers, run competitions, and share good news stories with peers.

Some examples of great social interaction include a Silly Selfie campaign, comments on courses for likes and feedback, sharing trailers, and promoting new content.

MOTT MACDONALD

10

Learning champions
As used by you?

This final tip isn't from an SAP Litmos customer, but rather our bonus idea for you! Establishing Learning Champions in your organization can dramatically raise engagement on a peer level. You can choose your set of Champions however you wish (but do think a bit strategically about it). Next, implement a plan for these Champions to review, promote, and create excitement about the content with their peers. Just sit back and watch as the buzz builds and uptake and engagement go higher and higher.
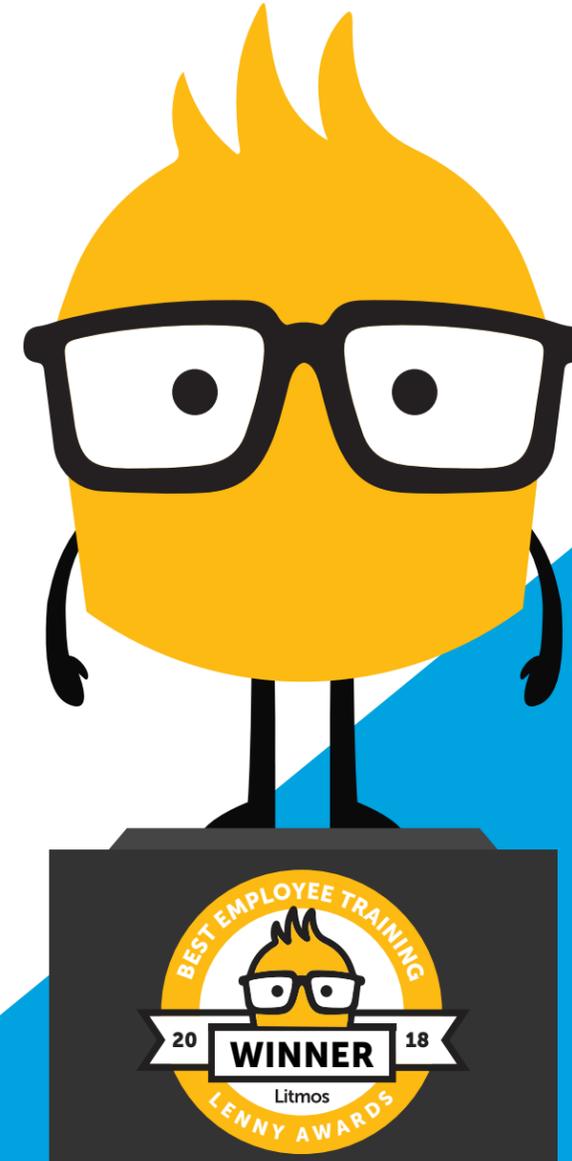
Tip:
Set competitive engagement targets for your Learning Champions to achieve within their department or region. It creates healthy competition and drives up engagement.

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