



# Ciphr LMS

Engage and develop your  
people with online learning,  
simply and efficiently



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# Overview

Our learning management system (LMS) makes it easy for you to create, deliver and manage engaging online learning activities that enable and support the development of your people.

Our award-winning cloud-based LMS is designed to help you deliver and manage online employee learning as quickly as possible, and can scale to meet even the most complex requirements. Its intuitive and modern interface makes it easy for staff to choose the materials most relevant to them, or complete pre-defined learning journeys. It's available as a standalone solution and also integrates fully with Ciphr's people management software to deliver outstanding experiences for both learners and L&D and HR teams.

## What they say

"We are so impressed with the capabilities visual learning journeys give us. Being tailored to our business, they have delivered our requirements quickly and seamlessly, driving real results. Using visual learning journeys to onboard new employees and colleagues is now an integral part of our L&D offer."



## Key features

- ✓ A single, self-service platform for all your learning content
- ✓ Create your own content, select content from a library of off-the-shelf material, or choose to work with our team of experts to create bespoke learning content
- ✓ Visual learning journeys guide learners through pathways of activities that can be personalised to roles, topics, or business areas
- ✓ Take a blended approach to learning – our system supports a range of content formats, including SCORM 1.2 and 2004, video, audio, assessments and surveys, and on-the-job activities
- ✓ Schedule and manage classroom learning alongside online learning
- ✓ Automate learning admin with notifications and reminders
- ✓ Managers and L&D/HR teams have access to a suite of detailed reports, helping you measure uptake and return on investment
- ✓ Engage and motivate learners with badges, leaderboards, and forums
- ✓ Accessible on any internet-connected computer or mobile device, meaning learners can access content when and where they need it
- ✓ Available as a standalone system or fully integrated with Ciphr's HR solutions. Organisations that integrate our HR and learning software enjoy the benefits of a single source of data truth, learning records that are automatically updated in both systems, and a seamless user experience



## Share knowledge wherever you are with social learning tools

Ciphr's in-built social tools enable your people to share knowledge and plug skills gaps by working together, wherever they are.

### ➤ Set up social groups

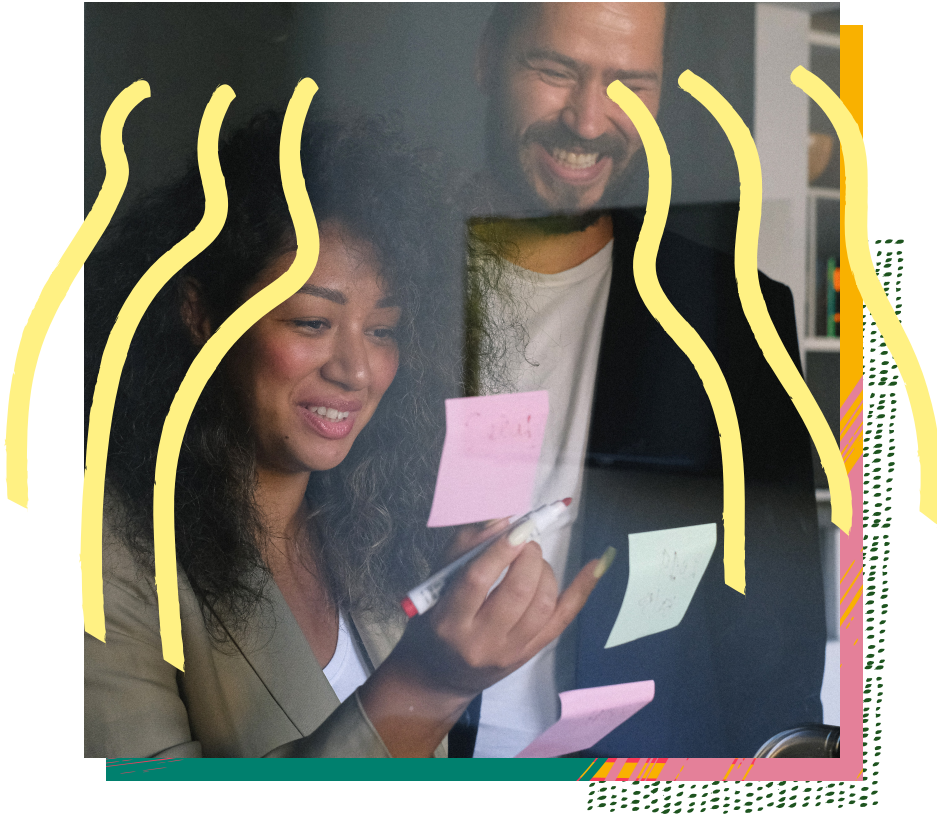
Administrators can set up social groups that learners can choose to join. Group members can message each other through Ciphr LMS, answering queries or offering support in relation to courses they have attended and completed.

### ➤ Publish knowledge base articles

Empower your chosen experts to write and publish articles that learners can find via the homepage or via the search capability. Learners can read articles just for fun, or you can incentivise reading by switching on the reward points option.

### ➤ Enable coaching and mentoring

Match mentors with mentees through our LMS. Learners can offer their skills as coaches and mentors, in specific areas of expertise, to colleagues who are seeking extra support. Mentees can tag the skills and areas in which they feel they need assistance, and the software matches them with an appropriate mentor or coach. Mentees and mentors can also arrange virtual and face-to-face meetings through the platform.



## Understand skills and manage talent with competency assessments

Our LMS also features an innovative competency assessment tool to help you understand your people's skills, carry out effective succession planning, and deliver effective, personalised training programmes.

- Load your organisation's competency frameworks
- Invite learners to assess themselves against these frameworks
- Learners can also choose to request feedback from managers and peers
- They then receive a self-assessment skills report, featuring 180-degree and 360-degree feedback (if provided), which highlights areas for improvement
- Learners that fall below your benchmark in any category will receive personalised learning recommendations, drawing from the courses already loaded in the LMS

## Benefits for L&D and HR teams

- Provides a single hub for all your L&D resources
- Can host a range of content types, including interactive, SCORM-based programmes, PDFs, PowerPoint presentations, webinars, videos, audio files, assessments and surveys
- Host resources you've created and developed in-house, as well as training modules that have been created by external providers
- Or choose to work with our team of expert content designers to create bespoke modules for your organisation
- Supports visual learning journeys that bring together modules you want learners to complete in sequence, whether that's for specific job roles or new starters, for example
- Enables you to deliver and provide curated content alongside any content you may have purchased or created
- Easily track who has completed mandatory and voluntary training activities
- Enable your people to view interactive content, complete online courses, earn badges and book face-to-face training
- Comprehensive reporting functionality means you can easily calculate the total number of learning hours logged, and analyse this information by fields such as course type, location and job role – helping you make more informed decisions about L&D strategy
- Forums offer support and a sense of community for learners on the same journey, such as graduate scheme members, helping to create a collaborative learning culture
- Seamless integration with Ciphr's people management solutions help you gain a holistic view of people and performance
- Customisable branding and interface creates a personalised learning experience that supports your employer brand
- Scalable solution that grows with you as your organisation develops

## Benefits for employees

- Easily view, book and complete learning modules that are relevant to your job role and career aspirations
- Personalised learning journeys, based on roles and existing skills, provide a roadmap for success
- Learn anytime that suits you, via a computer, tablet or smartphone
- Get support from your peers through online forums
- When used in combination with Ciphr's HR solutions, learners can gain instant access to the LMS from the HR system they already know and use

