



**59% of Learning and Development pros say upskilling and reskilling is the top priority for 2021.** - [LinkedIn 2021 Workplace Learning Report](#)

# Learning Management

## Develop employees to power company success

The Arcoro<sup>®</sup> Learning Management System (LMS), a cloud-based solution, makes it easy to provide and keep track of training completions and certifications for compliance. Shrink the skills gap while you keep your workforce informed and equipped with in-demand skills. The Arcoro LMS enables organizations to capture, create, manage and share knowledge to improve workforce productivity, accelerate critical business processes, support compliance and power organization performance.

### Improve Workforce Productivity

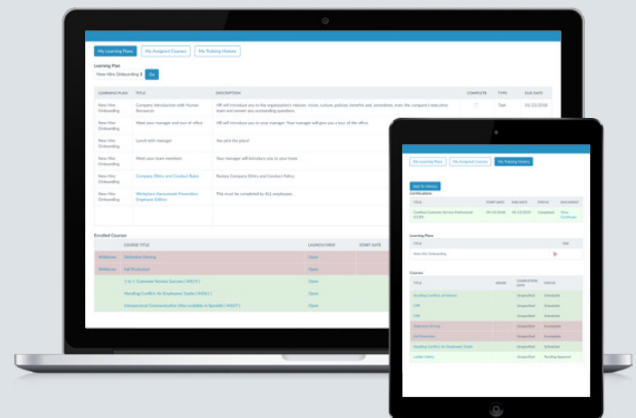
Integrate all learning activities (online, virtual or in person instructor-led and on-the-job) to develop your employees and improve performance. The investment in your team is realized in your bottom line and your ability to grow.

### Enhance Employee Engagement

When you take an active role in the development of your employees, you help them with their personal growth and create a career path within your organization.

### Centralize Certifications and Compliance

Eliminate the guesswork of certifications by automating reminder notifications of approaching certification expiration in a centralized system. Communications, updates and reporting become streamlined and efficient.



Companies who utilize e-learning tools and strategies have the potential to boost productivity by up to 50%. For every \$1 that a company spends, it's estimated that they can receive \$30 worth of productivity. — IBM



### Flexible Training Delivery Methods

- Deliver online or on-the-job training with an in person or virtual instructor, or self-paced
- Upload existing courses using SCORM, AICC, xAPI and CMI5 formats
- Associate courses to skills and competencies



### Compliance & Certification Management

- Set and automate reminder notifications for certification deadlines and expiration dates
- Integrate online and on-the-job activities
- Centralize reporting
- Upload certifications
- Ability to upload a document and have the employees sign off on it (ex. policies, handbooks, etc.)



### Reporting and Dashboards

- On-demand system reports, along with ad hoc reports, can be scheduled and sent to anyone
- Export real-time results (Excel, Word, PDF)
- Easy-to-view widgets from the dashboard for viewing learning metrics at a glance
- Centralize student transcripts by individual, group or both



### Learning Plans/Curriculum

- Create blended training paths
- Assign dynamic coursework based on employee demographics, job code or configurable groups
- Consolidate tracking and reporting
- Knowledge Base to store documents and attach to a learning course



### Social Learning and Collaboration

- Create work groups
- Access and share information via threaded discussions
- Upload supporting resources
- Additional collaboration tool available to link to a training object or course

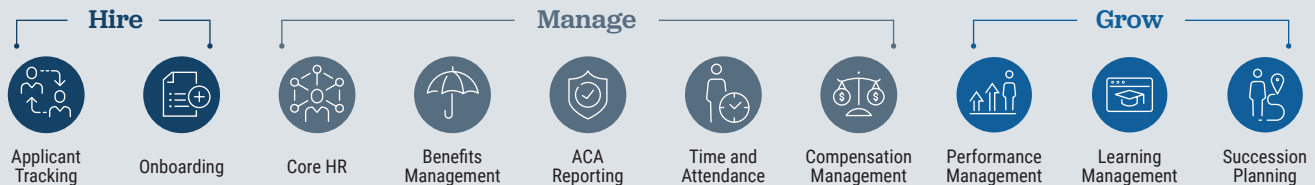


### Access to Employee Training Libraries

- We partner with Training ABC and ClickSafety for best-in-class employee training and training bundles



Arcoro delivers modular HR & people management solutions to help companies hire, manage and grow their workforces.





*89% of HR professionals agree that conducting performance management on an ongoing basis is more effective than yearly or twice-yearly reviews. - HR.com*

# Performance Management

## Effectively measure employee performance to accelerate growth

Maximizing employee efficiency and effectiveness is critical to achieving organizational business objectives regardless of industry, staff size or location. Arcoro<sup>®</sup> Performance Management is a cloud-based solution that empowers team members to direct their own career development toward mutually agreed upon goals and competencies, while enabling managers to better understand the strengths and weaknesses of the overall team and keep them focused on achieving their goals.

By benchmarking, tracking and evaluating employee performance over time, HR teams gain all the insight needed to make informed personnel decisions.

### Improve Workforce Productivity

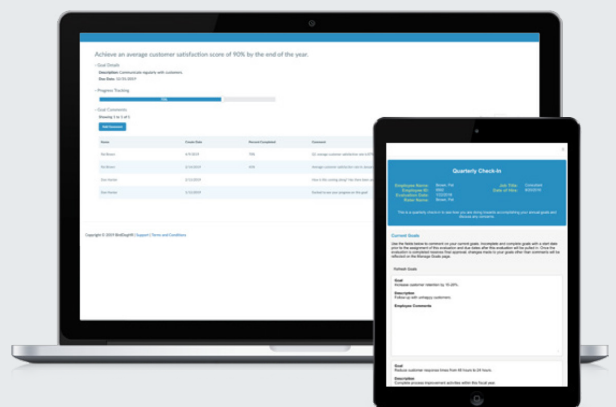
Encourage year-round behaviors, resulting in higher employee engagement and lower employee turnover. Motivate your employees to be their very best by providing them with regular, actionable feedback.

### Align Goals with Strategy

When employees are working toward shared company goals the result is shared success. Take the guesswork out of what is expected. Define, discuss, deliver, manage and measure accomplishments.

### Support Your Diverse Team

Ensure equitable treatment of employees through consistent, standardized procedures. Managers are able to set, track and approve a variety of employee goals—from quantitative goals like quotas to qualitative ones like assertiveness—and see who's exceeding expectations.



70% of companies say there is a need to improve the link between performance management and other talent decisions.

— Mercer

Visibility into company goals and competency progress helps ensure your organization stays on track and achieves positive results. Arcoro Performance Management centralizes goals, competencies and 360 degree feedback to create a career roadmap for employee and organizational success.



### Competencies

- Create customized competencies
- Develop performance levels for use in succession planning
- Associate questions to competencies



### 360 Feedback

- Assign unlimited relationships inclusive of supervisor, peers, direct reports and self
- Solicit reviews from relevant people outside your organization
- Configure reports to include individual and company-wide rating
- Provides employee's top and bottom 10 behaviors



### Goals

- Enable employee creation of personal goals
- Provide drilldowns for managers to multiple levels
- Track and update goal progress with the capability to add comments and/or supporting documents/attachments
- Goals can also be included in the review forms with the ability to add in new goals within a form or via goal management



### Individual Review Forms

- Create and manage unlimited forms
- Configure questions from several types and layouts
- Auto-save feature helps employees finish quickly and efficiently
- Use weighted sections to determine overall evaluation scores
- Supports ongoing reviews or recurring reviews (ex. quarterly)
- Automation with scheduling and reminders



### Project Reviews

- Create and manage on-demand reviews such as project-based, skills assessment, discipline action form, employee recognition form, etc.
- Review employee performance on a project-to-project basis
- Provide managers with feedback from a project lead's perspective by individual, group or both

Arcoro delivers modular HR & people management solutions to help companies hire, manage and grow their workforces.

