Create your own bespoke Learning Management domain to manage employee learning and development and MaST compliance.

Learning and Organisational Development Services

Using our Learning Management System (LMS) our award-winning learning team can create a bespoke branded e-learning and training site for you. The services incorporate:

- Learning management
- Performance management and 360° feedback
- Talent and succession management
- A suite of statutory and mandatory training
- Managing and creating e-learning (working with your subject matter experts)
- Coordination of your local events and classroom based training
- Reports, defined by you to enable accurate recording of staff compliance

www.nhsbsa.nhs.uk/b2b
**Service definitions:**

**LMS 1.01 Learning Management System - domain set up and maintenance**
- Create branded domain
- Procurement of LMS licences
- Manage user accounts and access rights
- Develop a catalogue of learning (which includes providing free e-learning materials, setting up IT Skills Pathway centre and providing full IT Skills e-learning certification)
- Addition of any owned SCORM learning files
- Establish a standard set of reports, e.g.: Mandatory and Statutory learning completions
- Ongoing maintenance of the HOME landing page with alerts, news, information, gadgets etc.

**LMS 1.02 Learning Coordination Services**
- Manage learning content within the system including uploading e-learning and classroom events
- Classroom event coordination includes:
  - Room bookings
  - Liaison with trainer / facilitator
  - Delegate joining instructions including pre work, maps to locations and security / access arrangements
  - Updating of delegate attendance
  - Kirkpatrick level one e-evaluations
  - Reporting on events / attendance / evaluation

**LMS 1.03 Additional LMS functionality**

**Performance Management** - we use a highly configurable solution that can be structured to reflect your competency frameworks and key corporate objectives, and will help you to better understand what motivates your employees and what they need to reach their full potential. With the ability to map career progression pathways and track key achievements, you will be able to ensure that your employees are engaged in their own development and driving continuous performance improvement across your organisation.

**LMS 1.04 Additional LMS functionality**

**Talent and succession** - provides complete control of your strategic talent and succession intelligence, helping you to consolidate and streamline key workforce information. Identify, track and develop future leaders effectively, highlighting key skills gaps, so you can prioritise learning investment to build bench strength and improve long-term flexibility and sustainability across your organisation.

**360°** - using invaluable multi-source feedback from team members, managers and external stakeholders, 360° provides a multi-dimensional reflection of performance to help to identify patterns in employee behaviour and facilitate more meaningful discussions around individual potential and progression opportunities.

**LMS 1.05 Development of bespoke e-learning**
- Full training cycle applied through consultative approach with subject matter experts
- Bespoke training packages to suit learning outcomes
- Development of SCORM compliant e-learning packages including quality assurance and user testing to deliver measurable results
- Able to include multi-media content to suit modern learner expectations

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1 subject to licence fee per employee
2 optional extra subject to cost
3 Additional costs apply based on package required

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**Transition time**
Based on an organisation with a headcount of 6,000, transition times to NHSBSA Learning Management Services could be as quick as 2-6 weeks following completion of process mapping. We can offer you a quote on costs within days.