

5 reasons to upgrade to a modern learning management system

The goal of any learning management system (LMS) should be to help increase employee retention and improve performance. In fact, **94% of employees say that they would stay at a company longer if it invested in their career development**. But when an organization uses an outdated LMS, it likely can't provide sufficient learning and development programs or keep up with rapidly changing learning trends for today's increasingly mobile workforce. To increase employee retention and performance, organizations need to provide personalized learning content that is accessible anytime, anywhere. And organizational leaders need to be able to efficiently track and analyze information to help make better business decisions. A modern LMS delivers these capabilities, and as a result can help keep those who deploy it competitive. An outdated LMS, on the other hand, can stifle business growth.

Here are five ways a modern LMS can help organizations increase employee retention and improve performance.

1

Personalize learning to increase employee engagement

An antiquated LMS is likely to produce low engagement levels because of the lack of easily accessible personalized learning content. Upgrading to a modern LMS that provides personalized training customized for individuals and their unique learning styles can increase engagement and the desire to learn. A modern LMS should also empower employees to manage their own development and learn on their own schedules—**58% of employees surveyed in a LinkedIn study say that they prefer to learn at their own pace**.

2

Support a multi-generational workforce

Millennials **prefer working in groups that offer a sense of unity and collaboration**, but older learning management systems typically aren't designed to support a collaborative workforce. Offering collaborative digital workspaces is essential for today's learning management systems because **millennials will make up 75% of the workforce by 2025**. Despite the high percentage of millennials, it's still important to support the entire multi-generational workforce. A modern LMS avoids the "one-size-fits-all" learning approach by enabling customization of learning content (down to the individual level, if needed), while also supporting multiple learning styles.

3

Access LMS anywhere

With the near ubiquity of mobile phones, the ability to provide personalized learning content on a mobile device is crucial. Unfortunately, legacy learning management systems often lack this ability. Upgrading to a modern LMS allows organizations to **offer a high engagement quotient that shows better completion rates**—not only because the learning content is accessible anywhere on virtually any device (PC, laptop, tablet, smartphone, etc.), but also because the user experience in a best-in-class LMS is consistent across all devices.

4

Cover the bases

Outdated learning management systems aren't capable of addressing the specific requirements of regulated industries, such as financial services, healthcare, and public sector. A modern LMS is far more likely to have the ability to address the specifics of nearly any industry with little-to-no customizations. Upgrading to an LMS that's built with certain industry needs in mind allows organizations to accurately manage workforce compliance and maintain up-to-date certifications.

5

Integrate with HR and other technologies

Older learning management systems are difficult to integrate with modern HR platforms. This siloed approach often leaves decision makers lacking access to crucial analytics. A modern LMS that integrates with talent management and other business applications (such as CRM and analytics), can provide detailed views of employees' progress and even offer a holistic view of the performance of the entire organization.

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