



9 nifty ways Axonify can boost your SAP SuccessFactors Learning ecosystem



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Axonify[™]

The workplace is in a constant state of flux.

Employees need help developing their knowledge and skills so they can keep up with changing expectations. But that's easier said than done. When you support a wide variety of people who do very different jobs across multiple locations, getting everyone the help they need can be a daunting feat.

To enable a learning culture, you need the right combination of tools to provide right-fit support for all of your employees. SuccessFactors provides you with a solid foundation—a dedicated online hub for career development. But, just like with your smartphone, one app usually can't do everything you need.

And that's where we come in. Through our partnership with SuccessFactors, we're bringing the power of the world's leading microlearning solution to your SuccessFactors ecosystem. And the best part is, it integrates seamlessly into your current HCM suite and learning backbone—no code required. Together, SAP and Axonify will help you super power your learning strategy in a way that is proven to impact business results, while protecting your existing investment.





Here are 9 nifty ways Axonify boosts your SAP SuccessFactors Learning ecosystem!

1

Reach your frontline workforce with mobile learning—anytime, any where

Employee development is often hindered by one simple but critical factor: access. In order to complete online training or get supporting information, frontline employees often have to go to a dedicated spot, like a training room or manager's office. Unfortunately, these locations don't accommodate many people at once, are often locked, or are far away from where employees typically work. Which means, even if employees want to grow their job knowledge, it can be difficult for them to get to the resources needed to do so.

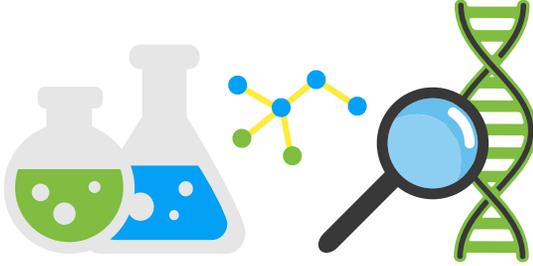
Our mobile-first design brings training directly to the frontline. Because Axonify can be accessed via a web browser or native apps on iOS and Android, any internet-enabled device (like a workplace tablet, point of sale system, or even a personal smartphone) can be used to complete daily microlearning sessions. Simply put, your employees can now use the same devices to work AND learn.

2

Embed learning in the daily workflow

In today's fast-paced workplace, it can be hard for employees to carve out time for professional development. Their to-do lists are already overflowing, and they can't stop working to complete 30-minute eLearning modules, 2-hour courses or multi-day programs. But without ongoing development, employees can quickly fall behind.

Axonify makes daily learning a habit by introducing short microlearning sessions into the work day. These sessions can easily be completed in just 3 to 5 minutes before an employee begins their shift, after a break or during a downtime in the operation. This daily learning helps employees keep pace with your business and develop new knowledge and skills over time. Event-based training, such as classroom sessions and eLearning modules, can then be selectively used for in-depth, structured training activities that require extra time away from the operation.



3 Reinforce training

The fact is, people forget. Most event-based training programs don't take this into account, so learning fails to translate into real-world actions. That's because when people are overwhelmed with tons of new information, they retain very little of it. And by the time an online session closes or classroom training wraps up, they forget most of what they just learned. As a result, performance suffers and the value of training is questioned.

With SuccessFactors + Axonify, daily microlearning sessions can be automatically triggered to reinforce critical learning points, making sure that the knowledge sticks. What makes Axonify's brand of microlearning "stickier" than the rest? Well, Axonify takes how people learn best into account and applies fundamental principles of learning science, such as spaced repetition and retrieval practice, to help employees remember information long-term. This also fosters improved confidence so, when the moment comes, employees are ready to apply their knowledge. Axonify also assesses each employee's knowledge and adapts to deliver only the relevant topics they need to perform their role. So you're able to maximize your employees' performance potential AND your training investment.

4 Communicate quickly and consistently

Getting information to your frontline (many of whom don't have work email addresses) quickly and consistently can be difficult. In the absence of a direct line of communication, employees rely on managers for information. But this form of communication (which often amounts to a game of broken telephone) can be less than effective when it comes to cascading updates. And if employees don't have the latest information, they can't do their best to service your customers.

Consistent execution is a critical part of modern business success—especially for organizations with a larger number of distributed employees. It's also one of the biggest challenges. Which is why we've built communications capabilities into our platform. Administrators and managers can push out broadcast messages that automatically appear at the start of each microlearning session. Since employees repeatedly access the platform, you can be sure they'll see messages in a timely manner. So, rather than posting generic paper bulletins on cluttered break room boards, you can send media-rich messages directly to the targeted individuals or teams that need them.

5 Engage your employees

Training teams spend an inordinate amount of time chasing employees down to complete their training. Why? People are busy. It can be logistically challenging to get people into event-based training, especially multi-day programs. And, unfortunately, many employees just don't see the value in training, so they put it off as long as possible. But for people to learn and improve their performance, they need more than content and opportunity. They need motivation. They have to want to do it.

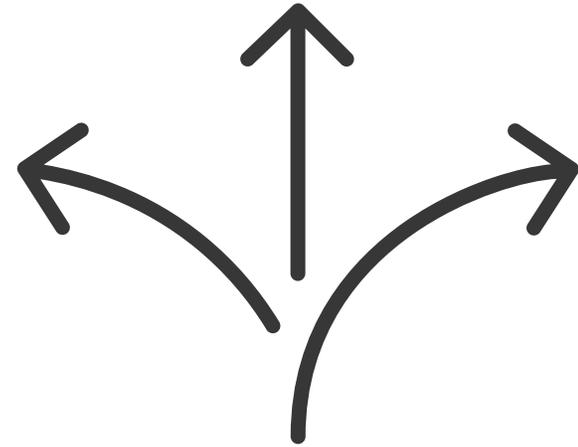
Axonify applies proven motivational tactics to drive voluntary, ongoing engagement with your training programs. Select the tactics that best match your workplace culture. Choose from a range of games, set point values, add rewards and introduce peer-to-peer competition. It's no wonder that 75% of Axonify users complete training 3 to 4 times per week. It's an engaging, personalized (and, dare we say, fun) approach to learning.



6 Deliver personalized and adaptive training

Every employee is unique. Even two people in the same role face different challenges and require different types of support. But it can be difficult to match training with the needs of individual employees—especially at the scale and speed of a global enterprise. Classroom sessions and online courses may leave some room for individual attention, but they are mostly one-size-fits-all solutions. And this means your employees may never really receive the support they need to do their best.

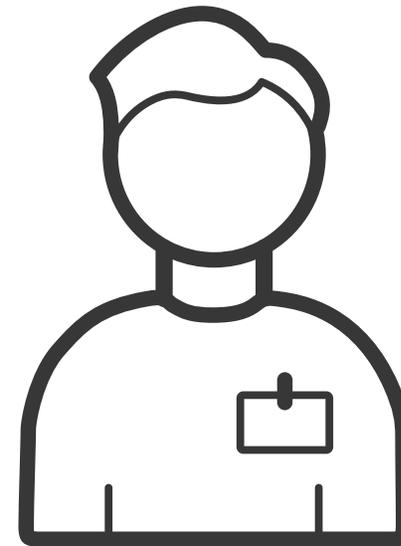
Every Axonify session is personalized. The platform leverages microlearning big data and AI to identify knowledge gaps and deliver a right-fit training experience every time. As an employee's knowledge grows or degrades over time, Axonify adapts to help sustain maximum knowledge, capability and readiness.



7 Empower your managers

Managers are the most important players in workplace learning and performance. They have tremendous influence over how employees do their jobs. They're responsible for everything from schedules to resources to priorities—including enabling performance through timely and effective coaching. Unfortunately, most managers lack clear insight into why employees are underperforming, so they can't provide the right feedback at the right time.

Axonify provides managers with real-time metrics to help them better understand their team's needs. No more emailing spreadsheets. No more pivot tables (unless you really like pivot tables). Every manager has a dashboard with meaningful, actionable metrics for each and every team member. Axonify helps personalize coaching interactions by providing managers with the data-driven insights they need to determine if a performance issue is based on knowledge gaps or if other factors are at play.





8

Expand your data collection and analysis

Data is the lifeblood of most businesses today. Whether you work in retail, logistics, contact centers or professional sales, data drives decision-making at all levels of the organization. This is often not the case for training, which continues to rely on limited metrics such as course completions, test scores and feedback surveys. This limits your potential to become proactive and targeted with learning solutions. It also restricts your ability to prove the impact of training on business results.

Axonify collects a considerable volume and variety of data during daily microlearning sessions. In addition to tracking content consumption, the platform monitors and measures changes in employee knowledge, confidence and behavior over time at a granular level. Axonify can also integrate with other workplace systems to share data and maintain systems of record. “Axonified data” is the key to personalized learning, actionable coaching and a proactive learning strategy.

9

Prove the business impact of training

How does your training impact business results? For decades, organizations have been reliant on lackluster measurement models that focus on test scores and survey results. Today, every part of a business must provide clear, measurable value. Otherwise, why fund it? And, if you can't prove what you're doing is making a positive impact, why bother doing it at all?

Axonify fixes this problem. Our platform leverages big data and AI to validate the impact of training on your business goals. No data scientist or complicated measurement programs required. Administrators can see which topics are having an impact and which may need to be re-evaluated or tweaked. Managers receive actionable recommendations for how to improve their team KPIs through focused training and coaching. With Axonify, there's simply no guessing when it comes to how your training programs are improving your business.



These are just a few of the many ways SuccessFactors and Axonify work together to help you meet the development needs of your entire workforce.

To learn more about how the SAP SuccessFactors + Axonify partnership can help you create a learning culture in your organization check out axonify.com/successfactors

Contact one of our experts

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